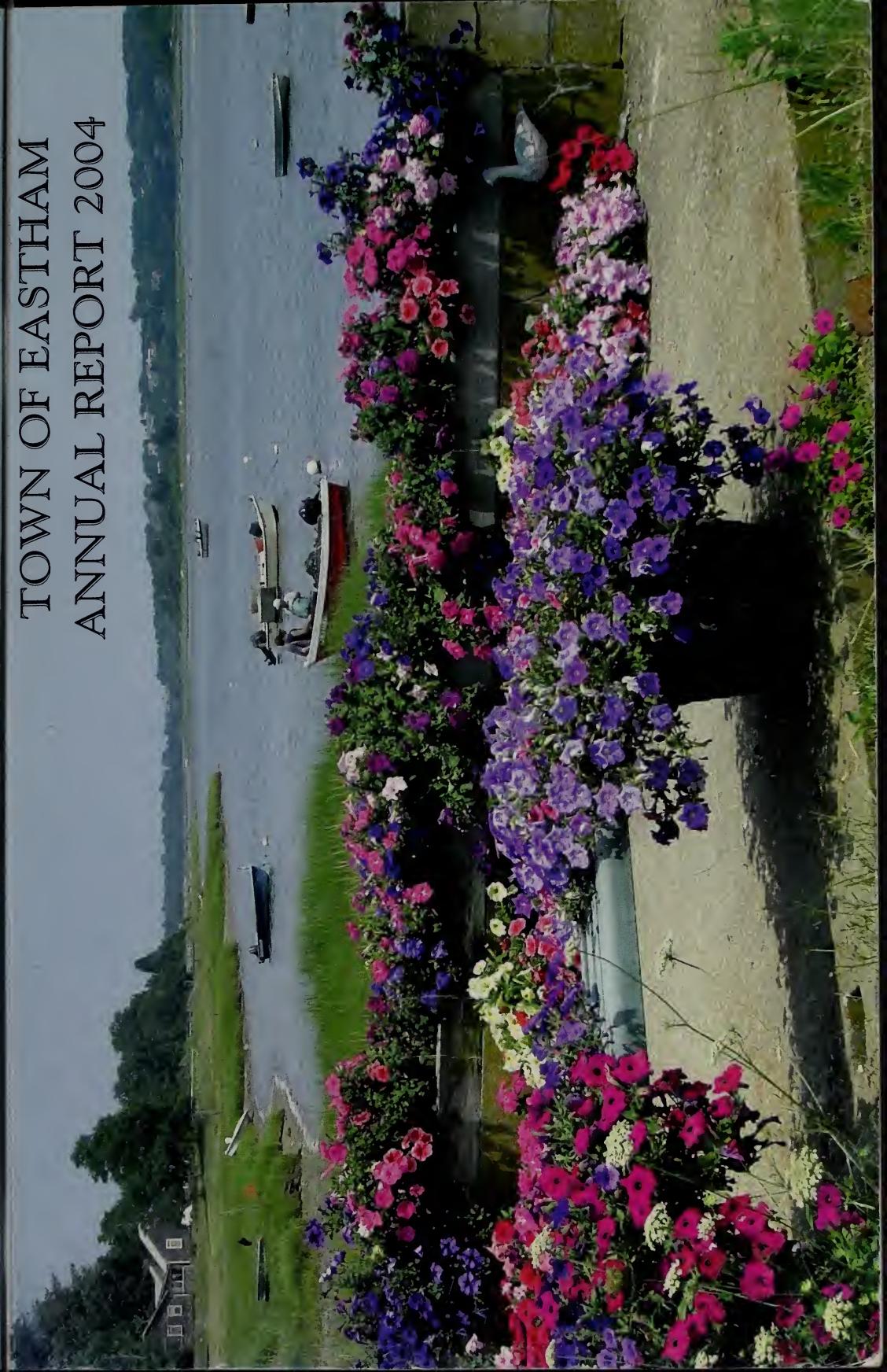


TOWN OF EASTHAM  
ANNUAL REPORT 2004



## *Our Cover*

“Marilyn’s Flowers”  
at Collin’s Cove Boathouse  
taken courtesy of Lorraine Speros, Eastham Town Hall

**REPORTS  
of the  
TOWN OFFICERS  
of the  
TOWN OF EASTHAM  
for the year  
2004**



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## TOWN OF EASTHAM

Incorporated in 1651	Population/2004 Town Census	5641
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### ELECTED OFFICIALS

#### SENATORS IN CONGRESS

Edward W. Kennedy, Boston	2006
John Kerry, Boston	2008

#### REPRESENTATIVES IN CONGRESS - Tenth Congressional District

William D. Delahunt	2006
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#### STATE SENATOR - Cape and Island District

Robert O'Leary, Cummaquid	2006
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#### REPRESENTATIVES IN GENERAL COURT - Cape and Island District

Shirley Gomes	2006
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#### COUNTY COMMISSIONERS

Mary J. LeClair, Mashpee	2005
William Doherty	2006
Lance Ambros	2005

#### BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Mary Lou Petitt	2004
Fred Fenlon	2006

#### MODERATOR

Thomas Newton	2005
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#### BOARD OF SELECTMEN

Linda Burt, Chair	2005
Henry M. Curtis, Vice Chair	2004
Kenelm N. Collins, Vice Chair	2005
Russell H. Sandblom, Clerk	2007
Joyce E. Brookshire	2006
Peter L. Whitlock	2007

#### TREASURER COLLECTOR

Joan M. Plante	2005
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#### TOWN CLERK

Lillian Lamperti	2005
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**LIBRARY TRUSTEES**

Ian Aitchison	2007
David Payor	2006
Susan Vance	2005

**HOUSING AUTHORITY**

Edward Brookshire, Governor Appointee	September 14, 2008
Doreen Cahill	2006
Maria Curtis	2007
David Skiba	2005
Scott Van Ryswood	2008

**ELEMENTARY SCHOOL COMMITTEE**

Marcia Nickerson, Chair	2004
David Sheptyck, Vice Chair	2005
Jean Leyton	2006
Josephine Mines	2005
Elizabeth Putnam	2007
Scott Van Ryswood	2007

**NAUSET REGIONAL SCHOOL COMMITTEE**

Edward Brookshire	2006
Eastham - Lucille Schoenberger	2007

## APPOINTED OFFICIALS

### BOARD OF ASSESSORS

Gordon Avery, Chair	2005
Scott Van Ryswood, alternate	2005
Daniel J. Scholl	2006
Alfred Sette	2007

### BOARD OF CEMETERY COMMISSIONERS

Robert Carlson, Chair	2006
Susanne Fischer	2007
Edmond Harnett	2005

### BOARD OF HEALTH

Felix Conte	2004
Joyce G. Gibson	2005
Dr. Stanley Holt	2007
Ellen Lariviere	2007
Paul Lothrop, Chair	2006
Dr. James Z. Taylor	2006

### BOARD OF HIGHWAY SURVEYORS

George Burgess, Chair	2007
David W. Crary	2006
David Maynard	2005

### BOARD OF REGISTRARS

Veronica Brocklebank	2005
Mary P. Doyle	2006
Maureen Fagan	2006
Susanne Fischer	2005
Alix Heilala	2004
Helen Kreber, Chair	2004
Lillian Lamperti	Indef.
Walter Ross, Asst.	2004
Jan Shea	2005

### BIKEWAYS COMMITTEE

David Badger	2006
Bernadette Burgess	2007
Robert Donahue	2006
Catharina Jas	2006
Michael Kain	2005
David Maynard, Chair	2005
Donald J. Ouellette	2006
Ron Rencurrel	2007
David Root	2007
Barbara Tague	2007

**CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE**

Janice E. Cormier  
Brian Eastman, Chair  
John Hiltferty  
Peter Karlson  
John Paton  
Michael W. Peterson  
Eugene F. Tierney

**CAPE COD COMMISSION**

Ian Aitchison

April 24, 2006

**CAPE COD NATIONAL SEASHORE ADVISORY COMMISSION**

Edward Sabin

**CAPE COD REGIONAL TECHNICAL SCHOOL COMMITTEE**

David W. Fuller 2007  
Bernard Richardson 2005

**CAPE COD REGIONAL TRANSPORTATION COMMISSION**

Sheila Vanderhoef  
Terry Whalen, alternate

**CAPE LIGHT COMPACT**

Fred Fenlon

**CONSERVATION COMMISSION**

Marcel Boelitz	2007
Glen Collins	2007
David A. Hoerle	2005
Martin McDonald	2005
Anthony Mancini	2006
Dennis Murley, Chair	2005
Judith Williams	2006

**COUNCIL ON AGING**

Elizabeth Beard, Chair	2005
Frances Bishop	2006
Lucile Cashin	2007
Eliza Ewing	2006
Robert Gardner, Chair	2004
Mary Jane Gibson	2005
Margery Juch	2004
Pauline McGaughey	2007
Russell Moore	2006
Joan Nugent	2007
Frances Perkins	2006
Marjorie Sturm	2007
Stephanie Whalen	2005

**CRITICAL PLANNING COMMITTEE**

George Abbott	2007
Kenneth G. Ainsworth	2005
Judith Cannon	2004
Laurence E. Casson	2005
Michael H. Cole	2007
Michael Demetri	2007
Bernard Kaplan	2005
Martin McDonald, Chair	2007
Walter Ross, Chair	2006
Joan Sullivan	2005
Karl Weiss	2007

**CULTURAL COUNCIL**

Virginia Delaney	2006
Patricia Kelly, Co-chair	2006
Jack Kitson	2005
Elaine Lipton	2006
Sue Pellowe, Co-Chair	2006
Meg Schmidt	2006
Marilyn Schofield	2005
Dilys Smith	2005
Frank Smith	2005

**ENERGY COMMITTEE**

Brian Eastman, Chair	2005
Fred Fenlon, Chair	2005
George Katz	2005
Terry Whalen	2005

**FINANCE COMMITTEE**

Donna Cary	2007
John E. Dowman, Chair	2005
Kathleen Fogg	2007
Russell French	2006
Ruth Katzman	2007
John Knight	2005
Richard P. Morello, Chair	2004
Gerald Orris	2004
John D. Paton, III	2006
Jeffrey Putnam	2005
Lisa Radke	2007
David W. Schropfer	2006
Marc Stahl	2006

**HISTORICAL COMMISSION**

George Abbott, Chair	2006
Lucy E. Cookson	2006
Edmond J. Hartnett	2006
Nancy Heller	2006
Elizabeth Sandler	2006
Katherine Sette, Chair	2006

**HOUSING TASK FORCE**

Mary Jane Gibson, Co-Chair	2007
Bernard Kaplan	2006
Paul Milliken	2005
Dianne O'Neill	2006
Lisa Radke, Co-Chair	2007
George Reinhart	2005
John Townshend	2005

**HUMAN SERVICES ADVISORY COMMITTEE**

Richard L. Dill	2007
Gail Hoffman	2006
Min Koblitz	2004
R. Gordon Major	2007
Deborah Meguerdichian	2005
Nina E. Opel	2005
Jari Rapaport, Chair	2005
Dilys Smith	2006

**LONG RANGE PLANNING ADVISORY BOARD**

George Abbott, Chair	2005
Kenneth Ainsworth	2006
Richard M. Bryant	2008
Brian Eastman	2008
Bernard Kaplan	2006
Elizabeth Smith	2007

**OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION**

Ian Aitchison	2005
Richard J. Benedict, Chair	2006
Thomas G. Lenox	2007
Peter McDonald (alternate)	2006
Nina Opel (alternate)	2006
Chester Ranlett	2005
Kathryn Sette	2006

**OPEN SPACE COMMITTEE**

George Abbott, Co-Chair	2006
Judy Brainerd, Co-chair	2007
Glenn M. Collins	2005
Laura Freeman	2007
Suzanne Haley	2007
Susan Horton	2006
David B. Read	2005

**PLANNING BOARD**

Debbie Abbott	2006
Michael Cole	2007
Kevin Holland	2007
Timothy Klink (alternate)	2006
Peter McDonald	2006
Leslie Ann Morse	2005
Craig Nightingale	2007
Frank Salomone (alternate)	2007
Howard Sandler, Chair	2005
Roger T. Thurston (alternate)	2004

**PUBLIC ACCESS COMMITTEE**

Richard Adelman	Indef
Howard Carpenter	Indef
Helen Derman	Indef
David Kern, Chair	Indef
Elinor Kern	Indef
Jeanette L. Marcucci	Indef
Joseph Realbuto	Indef
Grady Scholl	Indef

**RECREATION COMMISSION**

Warren Kerry, Chair	2004
Jean Leyton	2007
Greg McMullin	2007
Thomas O'Hara, Chair	2005
Roger F. Rice	2007
Chris Thompson	2005

**RECYCLING COMMITTEE**

Charles W. Beattie	2005
Bob Chesney	2005
Vivien Cook	2007
John E. Dowman	2006
Jerry Gibson, Chair	2007
David Moore	2006
Robert Nusbickel	2007

**SEARCH COORDINATOR**

Harold Goemaat	2004
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**1651 ARBORETUM ADVISORY COMMITTEE**

George Abbott	2006
Suzanne Haley	2007
Rosalyn Kaplan	2006
Christopher Lovelock	2007
Dennis Murley	2005
Walter Ross, Chair	2005
Toni Stoker	2007

**VISITORS TOURISM & PROMOTION SERVICES BOARD**

Robert P. Cronin, Chair	2004
Janet Demetri, Chair	2007
Prudence Kerry	2006
Ellen P. Lariviere	2006
Nancy J. Underhill	2007

**WASTE WATER MANAGEMENT PLANNING COMMITTEE**

Judith Cannon	2004
Laura Freeman	2004
Muriel Lightfoot	2005
Meint Olthof	2007
Ronald Peterson	2005
Howard Sandler	2005
Joan Sullivan	2005
Dr. James Z. Taylor, Chair	2005
Bruce Whitmore	2007

**WATER RESOURCES ADVISORY COMMITTEE**

Sandy Bayne	2006
Marcel Boelitz	2006
Stanley C. Holt	2005
Muriel Lightfoot	2005
William R. Nugent	2006
Karl Weiss, Chair	2007
Bruce Whitmore	2007

**ZONING BOARD OF APPEALS**

Robert Bylaska, Chair	2006
David Fleming, alternate	2005
Donald Intonti (alternate)	2007
John Lennox	2007
William R. Nugent	2006
Kathryn D. Sette	2007
Robert Thurston	2006
Elaine J. Vaudreuil (alternate)	2006

## BOARD OF SELECTMEN

Two thousand and Four was once again a very busy year for the Board of Selectmen. In May, we welcomed a new member to the Board, Mr. Russell Sandblom. Mr. Sandblom filled the seat of former Selectman Hank Curtis, who we now thank for his service to the community.

Many of the complex issues and projects which have been underway for a while, and have required a great deal of public effort, are advancing toward resolution and completion. Perhaps the most significant problem is that of affordable housing, an issue which is of vital concern to all Cape towns. Over the last year, the Board, the Town Administrator, and our housing committees worked very closely with Boston Housing Enterprises to obtain affordable units that meet both the needs of future resident applicants, and also satisfy the wishes of the public. We anticipate that housing units will finally be available on the town-owned Roach property sometime in 2006.

Town Meeting authorized the Selectmen to utilize Land Bank funds and proceed with the purchase of the Hatch Property on Depot Pond, and the Mumford Property located off Clark's Point Road and Great Pond. Both parcels will add significantly to the public recreational opportunities of the town. The Hatch land provides an ideal spot on the bike trail for a rest stop, viewing and picnicking, and the Mumford piece has allowed for the final connection for a trail that will run from Wiley Park to the Cottontails Acres parcel. Hikers can now walk on a continuous trail of approximately 1.9 miles, while enjoying pine forests, meadows, and pond vistas. In addition to these land purchases, voters approved the Community Preservation Act at town meeting, which will allow the town to access funding for the purchase of properties for historical preservation, recreation, and affordable housing, as well as open space. If further approved at the polls, with a ballot question planned for May of 2005, the town will be able to receive 100 percent in matching funds from the state for the aforementioned purposes, when using our existing 3 percent tax surcharge, which was previously restricted to only open space purchases.

Both the Town Administrator and the Board of Selectmen continue to work with the Ocean Beach Committee and the Cape Cod Commission to resolve permitting issues for the project. Funding for the first year of operation was approved by the voters in anticipation of opening the new beach off Ocean View Drive in the coming year. The Board appreciates the work of the committee as the planning process moves toward completion.

Limited water supplies and wastewater management are also issues confronting our town and surrounding communities. An extensive study is underway investigating options for a future water supply system; while ongoing nitrate testing of wells has indicated the need to move forward with a discussion on wastewater management, as traditional septic systems are no longer thought to provide adequate nitrate removal.

These are but a few of the topics that have been on the agendas of the Selectmen's meetings and work sessions, as we try to do our best to make Eastham a better place to live. We would like to thank the Town Administrator for another year of dedicated service to the town. Her knowledge and support enable the Selectmen to make the best use of their time when working on the many issues that come before us each year. To the town employees and countless volunteers, we thank you for all you do to provide the citizenry of Eastham with a very special place to live.

Respectfully submitted for the Board of Selectmen,

Linda S. Burt, Chairman

## BOARD OF ASSESSORS

On January 1, 2004, the Town of Eastham had 6,272 taxable real estate parcels and 3,143 taxable personal property accounts. The total valuation increased from \$2,337,607,330 as of January 1, 2003, to \$2,486,527,329 on January 1, 2004. In addition to the market increases reflected in the FY'05 Interim Year Update, the increase was also due to New Growth resulting from subdivisions, new construction and new personal property accounts in the amount of \$19,802,914. The Board of Selectmen held a public hearing on September 1, 2004 in accordance with Chapter 369 of the Acts of 1982, to determine the percentages of the tax levy to be borne by each class of property for Fiscal Year 2005. The Board voted at that meeting to adopt a single tax rate for all classes of property. The tax rate was certified at \$5.23 per \$1,000 of valuation on September 14, 2004, and New Growth was certified at \$101,391. The Fiscal Year 2005 tax bills were mailed on September 30, 2004.

The Board of Assessors acted on 125 exemption applications for Fiscal Year 2005 in the following categories: seventy-five (75) for veterans totaling \$23,125.00; seven (7) for the blind totaling \$3,500.00; thirty-nine (39) for the elderly totaling \$39,931.99; one (1) hardship for \$1,837.82; one (1) paraplegic for \$1,961.77, and one (1) for surviving spouse of police officer killed in the line of duty for \$1,943.99. The total tax exempted was \$65,300.57. There were a total of thirty-eight (38) applications for real estate abatements and four (4) for personal property abatements for Fiscal Year 2005.

The Town performed an Interim Year Update for Fiscal Year 2005 as required by state statute. The average value of a single-family home as of the January 1, 2004 assessment date was approximately \$420,278 compared to \$396,729 for fiscal year 2004. Utilizing those averages and the respective fiscal year's tax rates, the tax bill for the "average" single-family property rose \$166.80, from \$2,031.25 (\$396,729 x \$5.12 per \$1,000) to \$2,198.05 (\$420,278 x \$5.23 per \$1,000).

Recognizing the need to maintain assessed values in line with current market values, the Department of Revenue began mandating interim year updates in FY'05. The Commonwealth created a provision to allow adjustments in non-revaluation years to provide Assessors the opportunity to adjust values annually in response to a rising or falling market. These annual adjustments serve to distribute increases or decreases in assessed values over a longer period of time, instead of every three years, to obtain certification.

The Town's full time Data Collector, Tony Podlesney, is continuing his on-going inspection of properties as part of the Town's "cyclical re-inspection program" recommended by the Department of Revenue. Tony is also recollecting the data for all properties with active building permits as well as properties that have sold during the past year. The Board requests and appreciates the cooperation of all property owners in allowing access to their properties so that we may gather and maintain accurate property data.

The Assessing Department welcomed our new Assistant to the Assessor, Cindy Nicholson. Cindy not only contributes a high level of professionalism to the department, but also a friendly smile and willingness to help. She has become an integral member of the Assessing team.

The Assessing Department handles a large volume of requests for assistance and information. The Board appreciates the professionalism and competence demonstrated by the staff, Gail Fitzback, Angie Loftus, Cindy Nicholson, and Tony Podlesney, in serving the public and maintaining a high level of accuracy with critical data. The Board also wishes to thank the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,  
Gordon Avery, Chairman

**TAX RATE RECAPITULATION  
FISCAL YEAR 2005**

**I. TAX RATE SUMMARY**

la. Total amount to be raised (from IIE)	\$17,713,805.64
lb. Total estimated receipts and other revenue sources (from IIIE)	4,709,267.70
lc. Tax levy (IA minus IB)	13,004,537.94
ld. Distribution of Tax Rates and levies	
Is this a recertification year? N (Enter Y or N)	
Classified ( ) Unclassified ( X ) (Enter X)	

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c)/(d) x 1000	(f) LEVY by CLASS (d) x (e)/1000
Residential	95.3681%	12,402,180.75	2,371,353,615	5.23	12,402,179.41
Open Space	0.000%	0.00	0	0	0
Commercial	3.0569%	397,535.72	76,009,385	5.23	397,529.08
Industrial	0.2221%	28,883.08	5,523,500	5.23	28,887.91
SUBTOTAL	98.6471%	—	2,452,886,500		12,828,596.40
Personal	<u>1.3529%</u>	<u>175,938.39</u>	<u>33,640,829</u>	5.23	<u>175,941.54</u>
TOTAL	100.0000%	—	2,486,527,329		13,004,537.94

Board of Assessors of Eastham 9/1/04 (508) 240-5900

Gordon Avery  
D. J. Scholl  
Alfred J. Sette, Jr.

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Reviewed by:	B. Dakin	FY05 Growth	\$ 101,391.00
Date:	9/15/04	FY05 Levy Limit	13,608,970.00
Tax Rate(s)	I. 5.12	FY05 Base	13,004,537.94
	II.	FY05 Estimated	
	III.-V. 5.23	Receipts	4,709,267.70
		FY05 Overlay	107,510.27

Approved: James R. Johnson 9/14/2004  
Director of Accounts Date

## BOARD OF CEMETERY COMMISSIONERS

The Eastham Board of Cemetery Commissioners was established in June of 2004. Responsibilities of the Commission include Cove Burying Ground and the Bridge Road Cemeteries. Both cemeteries are in the National Register of Historic Places. The oldest gravestones are dated from 1706 in the Cove Burying Ground and from 1754 in the Bridge Road Cemeteries. Thousands of descendants across North America trace their ancestors back to these colonial cemeteries. Early settlers, including three Mayflower passengers, are memorialized in the Cove Burying Ground.

The Eastham Historical Society published surveys and maps for both cemeteries in 1976. The Commission has done further documentation of all gravestones, including photographs, measurements, complete inscriptions, repair, cleaning history and some genealogical information. This information is posted on the internet at [www.capecodgravestones.com](http://www.capecodgravestones.com) for ready availability and ease of updating. This web site is linked from the Eastham Historical Society and Eastham Library web sites. Information can be downloaded for noncommercial use.

The Massachusetts Historical Commission in Boston, which has jurisdiction over these historic cemeteries, approved Commission plans for the cleaning of gravestones, fence repairs and brush removal. All Commission members have received appropriate training for gravestone cleaning. The Commission has cleaned all the slate and fieldstone gravestones in Cove Burying Ground and 40 percent of the gravestones in the Bridge Road Cemetery. The remaining gravestones will be cleaned in 2005. All gravestones will be monitored for repair as necessary. These centuries-old slate gravestones are becoming more fragile with age. Care is required in maintaining the stones and the grounds around them.

Cost estimates have been developed for fence repairs and painting at both cemeteries. These projects will be done in 2005. One section of fence has been painted at Cove Burying Ground for demonstration of the color. The painted section is near the monument for Mayflower passenger Constance Hopkins Snow (d 1677). Brush removal has started at cemetery boundaries. The Commission is investigating boundary survey costs for the two cemeteries.

The Commission will encourage research to identify and publicize the many unmarked graves, especially at the Cove Burying Ground. Identification of probable unmarked graves is of genealogical and historical importance. This information is of a significant, but neglected, part of the history of our ancient cemeteries.

Respectfully submitted,  
Robert Paine Carlson, Chair

# BOARD OF HEALTH

## EASTHAM HEALTH STATISTICS (Calendar Year 2004)

<u>Type</u>	<u>Number</u>	<u>Revenue</u>
Septic Installer/Hauler	50	\$ 6,200.00
Refuse Hauler	5	\$ 500.00
Motel/Cottage Colony	21	\$ 1,800.00
Food Establishment	42	\$ 3,225.00
Milk & Cream	6	\$ 150.00
Manufacture Ice Cream	6	\$ 150.00
Swimming Pool/Spa	20	\$ 1,575.00
Tobacco	6	\$ 225.00
Massage	9	\$ 375.00
Stable	1	\$ 10.00
Perc Tests	133	\$12,250.00
Septic Permits	188	\$14,605.00
Well Permits	203	\$ 8,775.00
Final Septic Inspections	147	n/c
Motel/Cottage Colony Inspections	24	n/c
Swimming Pool Inspections	15	n/c
Food Establishment Inspections	81	n/c
Bathing Beach Samples Tested	151	<u>n/c</u>
<b>TOTAL Fees Collected</b>		<b>\$41,217.00</b>

Respectfully submitted,

Jane Crowley  
Health Agent

## BIKEWAYS COMMITTEE

The Cape Cod Rail Trail continues to be our key focus. A summary report outlining long overdue maintenance was prepared and sent to the Superintendent of the Nickerson State Park. Items affecting user safety were highlighted.

Americorps-Cape Cod again provided much needed help to trim along the Rail Trail from Nauset Road northward. Further cutting and trimming activities were conducted by members of the Eastham Bikeways Committee in the spring and in the fall.

The Eastham Bikeways Committee continues to participate in a Regional Bikeways Committee. Efforts of the Regional committee to highlight the need for regular maintenance over the last few years was partially responsible for a \$5 million appropriation to re-do all of the older sections of the trail. "Root barriers" will also be installed, as required, in order to curtail the damage caused by root incursion. A significant part of the trail in Eastham will be redone, including much needed attention to the infamous tunnel.

We participated in a State sponsored "Rail Trail Jam" in celebration of the 25th year of its founding. The Cape Cod Rail Trail is the oldest rail to trail in the country.

New "BIKE XING" signs were painted on town streets to further highlight the use of caution at the intersections with the Rail Trail.

The second annual "Tour de Trail" was held in September.

New signage was requested through the Eastham Visitors Tourism & Promotion Services Board. New street name signs will be erected at each street intersection with the Rail Trail. Other information signs will be posted at key intersections. This will improve safety by giving visitors improved points of reference in cases of emergencies.

We are working with Mr. Terry Whalen, Town Planner, to explore possible future plans to extend the bikeway from the Rail Trail to Route 6 on the north side of Brackett Road. We are also considering the possibility of a parking lot on the south side of Brackett Road along the Rail Trail.

Respectfully submitted,

Don Ouellette, Chair

## BUILDING DEPARTMENT

Building permits for new homes have definitely leveled to a controllable number. Tear downs accounted for 60% of the new residential buildings. Additions, garages, decks and remodeling permits continue to stay constant. The size of the new homes and additions have gotten to be of greater quantity, which is the basis for the steadfast increase in fees collected.

YEAR	NEW HOMES	ADDITIONS	FEES
1997	97	413	\$101,767.00
1998	113	558	\$116,692.00
1999	140	593	\$134,263.00
2000	94	523	\$124,773.00
2001	52	429	\$102,975.00
2002	39	528	\$115,279.00
2003	40	560	\$128,749.00
2004	37	546	\$135,885.00

I thank the employees of the Building, Health and Planning Departments for the continued harmonious working conditions that exist.

Respectfully submitted,

Frank DeFelice  
Inspector of Buildings

## PLUMBING AND GAS INSPECTOR

In 2004, the following plumbing and gas permits were issued:

Plumbing Permits	260
Gas Permits	290

In 2004, the following plumbing and gas inspections were made:

Plumbing Inspections	487
Gas Inspections	538

Total Receipts for Calendar Year 2004:	\$33,353.00
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Respectfully submitted,

Scott Van Ryswood  
Plumbing and Gas Inspector

## WIRING INSPECTOR

During the Calendar Year 2004, the following inspections were made:

Temporary	18
Service	171
Rough	243
Final	273
Other	189
Fire	5
Advisory	62
Code	104
<hr/> Total	1,065

Total Receipts turned in by the Wiring Inspector: \$43,475.00

Respectfully submitted,

Wallace Adams  
Wiring Inspector

## FY 2004 REPORT OF THE CAPE COD COMMISSION

(July 1, 2003 through June 30, 2004)

The Cape Cod Commission provides regional services and serves as a coordinator of many projects and activities that affect all of Barnstable County. Activities involve promotion of affordable housing, demographic and economic data analyses, economic development programs, geographic mapping and data analyses, historic preservation, marine and coastal resource protection, preservation of open space and natural resources, transportation planning and analyses, solid and hazardous waste management, and water quality and water supply protection.

The Cape Cod Commission is charged with reviewing and regulating Developments of Regional Impact (DRIs) for all 15 communities of Barnstable County. The Commission is also charged with recommending designation of Districts of Critical Planning Concern (DCPCs), which allow communities to protect resources of significant regional value through special regulatory and planning processes. In addition, the Commission is charged with preparing and overseeing the implementation of the Regional Policy Plan, the set of planning policies and objectives that guide development on Cape Cod.

Representation on the Cape Cod Commission provides the Town of Eastham with opportunities to participate in setting regional policy and to advocate for the town's interests in land use planning. Commission membership involves each Cape town in important regulatory and funding matters at regional, state and federal levels.

**New Regional Services** - In Fiscal Year 2004, the Cape Cod Commission provided a variety of new services to the entire Barnstable County region including the following: coordination of a study of planning, administrative, and legal tools to support local and regional wastewater management planning and implementation; administration of nearly \$200,000 in Barnstable County wastewater management grants for Cape towns; coordination of a new Barnstable County-supported Cape-wide US Geological Survey groundwater modeling project; public outreach and education about storm water pollution and management; publication and distribution of the *Cape Cod Emergency Preparedness Handbook: A Guide to Natural Disasters* under a Project Impact Cape Cod grant; coordination of new regional natural hazards pre disaster mitigation plans, with support for local planning; coordination of a new regional land-based wind-energy suitability study; coordination of a new land use study for the communities surrounding the Massachusetts Military Reservation to determine how growth and development have affected military operations and vice versa; involvement in the Massachusetts Ocean Management Task Force and support for the Stellwagen Bank National Marine Sanctuary Management Plan; planning for improved public transportation, through the work of the Cape Cod Transit Task Force; outreach on solid waste disposal issues and a digital update of Geographic Information System (GIS) zoning layers and data attributes for all Cape towns.

**Ongoing Regional Services** - In Fiscal Year 2004, the Commission continued to support the following activities, which began in previous years: assistance to towns in the development, updating, and implementation of Local Comprehensive Plans; coordination of Barnstable County's HOME Consortium and Soft Second Loan programs, and oversight for Cape Cod Commission and Barnstable County technical assistance awards to Cape towns and housing authorities; preparation of the annual Comprehensive Economic Development Strategy for Cape Cod, a collaborative process that keeps Cape towns eligible for U.S. Economic Development

Administration funds for infrastructure-related job creation; support for the Cape Cod Transit Task Force, including coordination of a transit summit for the Outer Cape; preparation of the annual Transportation Improvement Program (TIP); coordination for the Cape Cod Pond and Lake Stewardship program; participation in, and technical support for, the Massachusetts Estuaries Project; organization of the Cape Cod Groundwater Guardian Team and coordination of two water education festivals; support for local Land Bank committees, and coordination of the Cape Cod Pathways program; assistance to towns with household hazardous waste collections and solid waste management planning and support for the Sustainability Indicators Council.

#### **TECHNICAL SERVICES PROVIDED TO THE TOWN OF EASTHAM**

The Cape Cod Commission provided direct technical services to the Town of Eastham in Fiscal Year 2004, as described below:

##### **PLANNING COMMUNITY DEVELOPMENT AND REGULATORY PROGRAM**

- Continued to provide assistance for the update/implementation of the Local Comprehensive Plan (LCP);
- Provided \$25,000 from Project Impact Cape Cod for the design phase of planning improvements to Steele Road to correct drainage deficiencies and mitigate recurring flooding programs;
- Provided assistance on historic preservation issues to the Eastham Historical Commission regarding the Brackett Farm property;
- Assisted with a grant application for historic inventory work under a Massachusetts Historical Commission grant program;
- Continued to review the Development of Regional Impact (DRI) application for the Eastham Ocean Beach project.

##### **GEOGRAPHIC INFORMATION SYSTEM PROGRAM**

- Provided GIS data to the Town Planner.

##### **TRANSPORTATION PROGRAM**

- Performed traffic and turning-movement count at selected roadways and intersections, including portions of Bridge Road, Samoset Road, and Route 6;
- Issued the final report (i.e., March 2004) for the Route 6 Outer Cape Traffic Flow and Safety Study;
- Assisted the National Park Service/Cape Cod National Seashore in obtaining \$3.4 million for the purchase of an alternative fuel bus fleet for the Outer Cape.

##### **WASTE MANAGEMENT PROGRAM**

- Finalized the review of a feasibility study for a co-composting facility for Barnstable County and five Outer Cape towns, including Eastham (i.e., the study determined that a facility was not feasible at this time, and it recommended that alternatives to reduce the generation of municipal solid waste and to limit costs for its disposal should be pursued);
- Provided assistance with the household hazardous waste collection.

##### **WATER AND COASTAL RESOURCES PROGRAMS**

- Completed an US Geological Survey groundwater modeling study for the Outer Cape;
- Provided assistance to conceptualize a regional water supply project;
- Coordinated water quality "snapshots" (sampling and analyses) of Bridge, Depot, Great, Herring, Jemima, Ministers, Molls, Muddy, School House, and Widow Harding ponds;

- Provided support for the Eastham Pond Association for pond stewardship activities;
- Organized a water education festival in September 2003 for Brewster, Eastham, Orleans, and Wellfleet fifth-grade students and teachers at the Nauset Middle School;
- Administered a \$50,000 Barnstable County grant for a study of the Tri-Town septic treatment plant.

Respectfully submitted,

Ian A. Aitchison, Commissioner

## CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

The Committee's intention is to provide as much information as possible to the Board of Selectmen so they are able to obtain the best future license contract for the Town.

As part of our initial information gathering phase, the Committee established the following goals for 2004:

- Determine the Institutional Networks requirements that could provide advanced services or cost savings to the Town;
- Meet with media professionals to discuss requirements for Public, Educational, and Government programming access;
- Conduct a Subscriber Survey to collect input from consumers and determine Comcast performance in the areas of customer service, meeting commitments and expectations, overall response time, and quality of the product - both signal and service;
- Conduct a Public Hearing to collect input from consumers and interested parties.

We have held a number of meetings with town, school, and community entities, conducted a Public Hearing in August and a Subscriber Survey during the July - October time frame, and met with media professionals and Comcast representatives during 2004.

We are currently in the process of categorizing and summarizing the information and requirements collected to-date, setting our Cable T.V. License Renewal Advisory Committee goals for 2005, and looking forward to another busy year.

Respectfully submitted,  
Brian G. Eastman, Chair

## CAPE LIGHT COMPACT

The Cape Light Compact is a regional services organization made up of all 15 towns of Cape Cod. The purpose of the Compact is to represent and protect consumer interests in a restructured utility industry. As authorized by each town, the Compact operates the regional energy efficiency program and works with the combined buying power of the region's 196,000 electric consumers to negotiate the best electric power rates and other public benefits.

The Compact's three pronged objectives encompass: 1) Aggregated power supply; 2) Consumer advocacy; 3) Energy Efficiency Programs (E.E.P.) such as low income, residential, commercial and industrial, and educational programs.

In 2004 the Compact was responsible for administering in excess of \$5,000,000 for its Energy Efficiency Programs. In 2005 the Compact will oversee the spending of \$5,126,099 for energy efficiency measures for residential, town governmental and commercial ratepayers. In addition, these ratepayers will save in excess of \$40,000 in electric bill savings in 2005, and will continue year after year. In Eastham 219 ratepayers participated in the reduction of their electric bills and energy savings. The starting point for residential energy savings is to request an energy audit (i.e., 800-797-6699). The home energy audit will analyze the refrigerator for replacement. Those that qualify will be offered a \$200.00 rebate on a new Energy Star efficient model.

Under the governmental segment of the Compact's energy efficiency program, Eastham received more than \$150,000. Only two much larger Cape towns received more funding.

The \$5 million in this Energy Efficiency Program is not a social "give away" program. It is not free. Every ratepayer has in the past, and will in the future, be paying for this service, every month, under the "*Energy Conservation*" portion of their electric bill. Only a very small fraction of eligible ratepayers in Eastham applied for this service in 2004.

The Cape Light Compact announced, on November 7, 2004, the selection of Con Edison Solutions as its competitive power supplier for all Cape Cod's electricity customers, which has been approved by all Cape Light Compact member towns and the Massachusetts Department of Telecommunications and Energy. Additionally, beginning March 1, 2005, Cape ratepayers will be offered the Compact's new green energy program - *Cape Light Compact Green*. This new program will allow ratepayers to purchase cleaner, healthier electricity right on their regular electric bill. This green power will be from 100 percent renewable energy resources located right here in New England, e.g., wind, hydro, photovoltaic. For a small monthly charge, ratepayers can choose to purchase *Cape Light Compact Green* to match either 100 percent or 50 percent of your electricity usage.

The Cape Light Compact is working with the Massachusetts Technology Collaborative in the development of its Community Wind project to enable towns to procure funding for the erection of land-based wind turbine projects.

Respectfully Submitted,

Fred J. Fenlon, Cape Light Compact  
508 240-3258

## CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

In the fall of 2003 Cape Cod Regional Technical High School had an enrollment of 695 students. The freshman class consisted of about 188 students, with these students coming from the twelve sending towns that make up our district. The freshman exploratory program included a heavy emphasis on non-traditional participation in order to increase the enrollment of non-traditional students in all of our programs.

This year we prepared for the New England Association of Schools and Colleges (NEAS&C) "two year" visitation reviews on school-wide activities. We completed the Massachusetts Department of Education Coordinated Program Review. We began the process of extending our approval through the Massachusetts Department of Education in the Information Technology, Welding, and Hotel, Restaurant/Business Technology programs. We have received a grant to begin a Robotics program as part of our Information Technology Shop. Many of our shops are working toward, or have already received, national certification in their trade. Our Auto Collision and Auto Technology programs received National Automotive Technician Educational Foundation (N.A.T.E.F.) certifications. Our Auto Collision shop met the strict industry standards required for A.S.E. MASTER certification, the highest level of achievement recognized by the National Institute for Automotive Excellence (A.S.E.). Only a small percentage of schools achieved this certification. Auto Technology attained their N.A.T.E.F. certification in October, through the Automotive Youth Education Systems (A.Y.E.S.) program. We received four donated vehicles from A.Y.E.S. Due to the severe need for LPNs (Licensed Practical Nurses) in the Cape Cod area, we have been investigating the benefits of an LPN program at our school with Upper Cape Cod Regional High School and Cape Cod Healthcare. We are pursuing grant funds to help defray the cost of the LPN program, with the goal of initiating the program in the fall of 2005. This past year we have been developing our Senior Project program where our students will choose a technically related project, research it, and give a final presentation/demonstration on the same in their senior year. Our Senior Project team continued their work in integrating our academic and technical areas and expanding this program to include more shop areas. The eventual goal is to have every shop and senior student participate, as the Senior Project program will become a graduation requirement in 2006. We have also developed our Senior Project program to be a national model for technical high schools.

This past year we have received numerous awards in many of our programs. The BIZWIZ logo was designed by a Cape Cod Tech freshman in Graphic Arts. Our Future Farmers of America (F.F.A.) team of students went on to national competitions in Louisville, Kentucky where they were awarded the National Silver Emblem award for the second time. Cape Cod Tech had three (3) First Place, four (4) Second Place, and two (2) Third Place winners at the 2004 F.F.A. State convention. A Cape Cod Tech student was elected 2004-2005 Massachusetts State F.F.A. Secretary. The annual induction of new students took place into the National Vocational-Technical Honor Society with 45 students participating. Our annual craft fair was a success in raising monies to help defray the cost of students at state, district, and national Skills USA competitions. Seventy-six students registered as Skills USA members for 2003-2004. Cape Cod Tech received nine medals (i.e., one (1) gold, four (4) silver, and four (4) bronze medals in the Skills USA District competition, with the gold medal winner going onto representing Cape Cod Tech in the national competition.

Our athletic teams produced a number of league championships with the Boys' Soccer team capturing the 2003 Mayflower League Championship and the 2003 State Vocational Championship. Our Cape Tech/Chatham Unified Hockey team received recognition from the Massachusetts Interscholastic Athletic Association for outstanding sportsmanship. With 14 Cape Cod Tech athletes selected as Mayflower League All Stars, it can be said that the football team had a very successful year of rebuilding, after being moved from the Mayflower Small League to the Mayflower Large League. We have increased promotion of girls' sports and introduced a girl's volleyball program this year with 16 girls participating on the team. During the fall of this past year we formed a coeducational cooperative program in Cross Country with the Harwich School District.

Because our facility is 30 years old, we needed to replace the roof this summer with most of the costs paid for by private donations. We received, through the Cape Light Compact, a grant to change our lighting and motor controls in the facility which will hopefully provide us with energy cost savings. In addition, we received private donations in excess of \$40,000 to build a Horticulture Retail Space completed by Cape Cod Tech students from various technical programs. Through a renewable energy grant from the National Science Foundation, in conjunction with Cape Cod Community College, we were able to install photovoltaic alternative energy in this new space to run our lighting and refrigeration. We will also use this project to develop a renewable energy curriculum.

Our students are involved in community projects. The Ellen Jones Dental Clinic had our plumbing students install a water heater and other plumbing work, with our electrical students completing the wiring for these new plumbing installations. Our horticulture students worked on a landscape design for Nauset High School and then planted trees, fertilized and mulched the grounds.

We continue to look ahead to sustained improvement in the ensuing years in all areas - academic, technical, and extracurricular - and we thank you for your continued support.

Respectfully submitted,

Bernard Richardson  
CCRTHS District Committee

David W. Fuller  
CCRTHS District Committee

## EASTHAM CHAMBER OF COMMERCE

The Eastham Chamber is pleased to report our many accomplishments and our future intentions to the members of the community.

Our 2004 Guidebook was well received once again, by locals and visitors alike. We printed and distributed 60,000 copies locally, and even internationally through our web site. This full color glossy guide is full of information on lodging, shopping, dining, and playing in Eastham, with a full color map and directions of how to get "from here to there." We also added an application for beach stickers that proved to be a worthy inclusion for the town.

We have just completed another successful year of operating the Information Booth for the town. We hired and trained a wonderful staff that is crucial in representing our town to the thousands of visitors that stop there each year. The hours of operation were also increased. The booth is extremely busy, as it is the first informational stop a traveler comes to once they leave the mid-Cape highway. Because of last years' renovation by the Chamber, we are now able to accommodate more people, provide more literature, and create a pleasant "first stop" once they reach town. This year, we were able to gather data from the visitors to help us better understand how they came to make Eastham their stop, demographics, what they are looking for in a vacation place, etc. Their answers will be invaluable to us as we continue to plan for the future, and to determine what needs will arise for the community as the Cape grows. We also maintain the information board and calendar of events at the booth as a year round service to our residents and visitors.

Our state-of-the-art website is operating beautifully, and is designed for residents, members and visitors alike. Please take a look at [www.easthamchamber.com](http://www.easthamchamber.com).

Once again, we held our annual golf tournament, and this year's major local beneficiary was the Lower Cape Outreach, which helps families in need. We are happy to report that our donation to the organization was \$6,000.00. Other proceeds continue to fund the Betty Fleming Scholarship that goes to a nursing student, and five other scholarships that are awarded to Eastham graduates.

The Holiday Festival, which is held on the first Saturday in December each year, was hugely successful. The arrival of Santa, food, face painting, crafts, an obstacle course and many other attractions, made for a wonderful day. Hundreds of children and their families attended this entire free event made possible by the generosity of the Eastham business community.

Our membership continues to grow, and many of our members serve on boards for the town. Our Government Affairs Committee takes a proactive role in happenings in the town and the community, and keeps us up to date on current events. Our newly established Philanthropic Committee is getting underway with the intent to help those in need in the community on a case-by-case basis, with funds that we will provide. We have reached out to the police, fire department, Council on Aging, elementary school and others to help us determine where we can best help.

Thank you for the opportunity to keep the town informed regarding our past year. It is with great pride that I submit this entry on behalf of the Chamber.

Respectfully submitted,

Janet Demetri  
President, Eastham Chamber of Commerce

## CONSERVATION COMMISSION

In 2004 the Conservation Commission reviewed 68 new projects and issued 45 Orders of Condition and 23 Determinations of Applicability regulating this work. Each hearing is preceded by an onsite inspection by Commissioners who walk the property and view the extent of the proposed work. This year several revisions to the state statutes regulating wetlands were implemented and the filing fees were adjusted to reflect the cost to the town for this work.

The Commission works closely with the Natural Resources Department. We wish to thank Deputy Keith Johnson together with our clerk, Kay Stewart-Greeley and the other members of the Natural Resources Department.

Several additional parcels have been purchased this year for conservation purposes using Land Bank monies. In addition to the routine activities of wetlands protection, the ongoing management of open space lands in town is progressing as the department staff continues to remove safety hazards and diseased trees, as well as creating and improving trails.

The creation of forest habitat that would have been present at the first landing of the Pilgrims is proceeding with the able guidance of the Forest Advisory Committee and input from the Open Space Committee and *Friends of 1651*.

Conservation Restrictions continue to be an important tool to protect lands from development but will provide the owner with tax benefits and protection from future development. We wish to remind property owners that gifts of land for conservation purposes are gratefully received.

Respectfully submitted,  
Dennis Murley, Chairman

## EASTHAM COUNCIL ON AGING

The Council on Aging offers many programs and classes that make our Senior Center a very busy place. Classes are offered in computer basics, crafts, needle-point and knitting, quilting, painting (all mediums), aerobics, chair exercise, basic exercise, bridge, and Humanities. Congregate luncheons, available to all who make a reservation, are held on Monday and Wednesday at noon. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, antique appraisals, and an intergenerational spelling bee and luncheon.

The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Two volunteer instructors and our Director offer instruction in the basics of *Windows XP, Quicken, Word, Word Perfect, Family Tree Maker, Microsoft Works, and the Internet*. Classes are offered Monday through Friday with each session lasting four weeks (i.e., one day a week, three hours).

Transportation to medical appointments, both on and off Cape, is provided by our drivers, Bud Hale, Gordon Hollister, and Thomas Hawko. There is also a shopping van to Orleans on Wednesdays, making both morning and afternoon runs for clients who need transportation. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth and the "Friends" (F.E.C.O.A.).

Sandra Szedlak, Director, and Olga Kahn, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Hilda Davenport and Cindy Dunham are our Outreach Liaisons who work closely with those seniors who are homebound or those who are in need of home care services.

The Lower Cape Adult Day Center (508) 255-6734, a Social Day Care program, operates five days a week in the lower level of the Senior Center. Kathy Gill, Director, Mandi Speakman, Maura Burns, and Carolyn Witt provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the B-Bus or by individual caregivers.

The travel program of the F.E.C.O.A. (The Friends of the Eastham Council on Aging, Inc.) continues to be of interest to the community. This is due to the on-going efforts of Bob and Trudy Novotny. Day trips, trips within the United States, and international trips are scheduled throughout the year.

The F.E.C.O.A. provides additional financial assistance to the Senior Center and its programs whenever the Board of Directors of the C.O.A. makes a request. The Senior Center is a better place because of the "Friends" generosity.

Please stop in for a visit the next time you go down Nauset Road. The coffee is always brewing!

Respectfully submitted, Council on Aging Board of Directors

Betty Beard, Chairman	Frances Bishop	Lucile Cashin	Joan Nugent
Eliza Ewing, Vice Chair	Russell Moore	Frances Perkins	Marjorie Sturm
Stephanie Whalen, Secretary		Pauline McGaughey	

## CRITICAL PLANNING COMMITTEE

During 2004, the Critical Planning Committee (C.P.C.) concentrated a considerable amount of time in developing a plan for the future growth of the North Eastham Town Center. To that end, the Critical Planning Committee held several meetings with the "stakeholders" (i.e., property owners, business owners and residents) of the area in order to obtain a grassroots perspective on issues, resolutions, and a vision for a town center. A report summarizing those efforts and recommendations for further plan development was issued October, 2004.

Although it was not anticipated, during this period a developer proposed a 40B housing development consisting of 40 units on one of the few large, undeveloped parcels in the North Eastham village area. Because of the above C.P.C. study, the Committee was well prepared to work with the 40B developer to integrate the developer's plans, consistent with a potential long-range vision for North Eastham. Further, through the Critical Planning Committee's efforts, the Town hired a planning consultant. In a meeting and site inspection with that consultant, the Board of Selectmen, the Town Planner, the 40B developer and the C.P.C., a conceptual design plan for a North Eastham Village Center was developed. The plan includes consideration of affordable housing, senior housing, commercial business growth, recreational areas, pathway linkages, landscaping and aesthetics, and traffic relief for the Brackett Road - Route 6 intersection. The plan is preliminary, and issues remain to be worked out.

Other Critical Planning Committee actions include the following: C.P.C. has started looking into means for improvement of communications and coordination among Town operational functions, i.e., committees, commissions, administration and selectmen; C.P.C. has provided comments to the Board of Selectmen on the proposed Roach property development and the C.P.A. has met with the Housing Task Force to discuss common interests.

Respectfully submitted,

Martin McDonald, Chair

## CULTURAL COUNCIL

The Eastham Cultural Council is a town-appointed committee, falling under the guidelines of the Massachusetts Cultural Council. The Cultural Council received \$2,000 this year from the State Lottery to award grants.

Grants were awarded to the following:

• <b>Scott James</b>	<i>"Summer Reading Magic" a program at the Eastham Library</i>	\$ 300
• <b>Steve Henderson</b>	<i>"Gerry Hatrick" a program for the Eastham Council on Aging (C.O.A.)</i>	\$ 300
• <b>Cape Cod Museum of Fine Arts</b>	<i>Internship programs with artists</i>	\$ 200
• <b>Castle Hill</b>	<i>... for bringing artists into the schools.</i>	\$ 100
• <b>Dan Butterworth</b>	<i>Marionette Theater Performance and workshop for the Town of Eastham's Hands on the Arts Festival</i>	\$1100

The *Hands on the Arts Festival* will be held on Saturday, June 18 and Sunday, June 19, 2005. We will be featuring the 'Hands On' tent, juried craft show, entertainment and much, much more! Volunteers are needed!

Respectfully submitted,

Sue Pellowe, Chair

## **EASTHAM ELEMENTARY SCHOOL COMMITTEE**

This past year was a year of transition for the Eastham Elementary School.

Marcia Nickerson (Chair) retired from the Committee after 42 years of service. Mrs. Nickerson was an integral part of the school community through five decades, and will be sorely missed.

The Building Committee has worked many long and hard hours planning the renovation of the school. We are almost there, and hope to break ground shortly.

Eastham has continued to do well on the Massachusetts Comprehensive Assessment System (M.C.A.S.), and is progressing toward the goal of 100% proficiency in 2014. We are continuing to strive for excellence.

Susan Glass Helman has continued to lead the overall performance of the Eastham Elementary School. The Committee wishes to thank Mrs. Helman and Superintendent Michael Gradone for their excellent direction and guidance of the school. We also wish to thank faculty, staff, administration, parents' groups, Mrs. Nickerson and the Town of Eastham for all of their help and guidance.

We will continue in the tradition of Marcia Nickerson - to deliver an excellent school system for the children of Eastham to learn in, and one which the people of Eastham can be proud.

Respectfully submitted,

David J. Sheptyck (Chair)  
Jean Leyton  
Jody Mines  
Elizabeth Putnam  
Scott Van Ryswood

## EASTHAM ELEMENTARY SCHOOL

The 2004-2005 school year has been one of change and flexibility, as well as consistency and improvement, on the part of everyone. As we continue to focus our professional time and effort on improved student achievement, all faculty members have completed the instruction for the *All* (standards-based instruction) course. In addition, all faculty and most staff members have participated in training for *Responsive Classroom* techniques, which foster social skill development with our students. Our Code of Conduct document continues to provide a clear set of behavioral expectations and a deep commitment and partnership between home and school. Added to our emphasis on *Kindness*, *Respect*, and *Responsibility*, these techniques assure a safe and orderly learning environment.

The staff adopted a new *Mission Statement* which is reflective of the district's beliefs and direction. Our Mission Statement follows:

***The collective commitment of Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential.***

Our task is now to develop a *Vision* of what Eastham Elementary School could be at its best. This will be followed by reflection on our beliefs and values and by setting goals for achieving the vision.

Teachers at all grade levels were provided a number of half days during the year in the Literacy Room to discuss children's needs, intervention practices, and the use of assessment data to group students and determine instruction. These conversations are fine examples of "professional learning communities" at work on behalf of students.

The Building Committee has met at least twice monthly to oversee the building project. Tappe Associates, our architectural firm, and Clerk of the Works, Stephen May, assist the committee in the process of selecting a General Contractor and Sub-Contractors. The project is continuously monitored in relation to available funds. Our thanks go to the Town of Eastham for its support of this project.

We continue to support the philosophy of inclusion with regard to children and learning environments. Classroom teachers and special educators continue to plan and deliver instruction together, allowing every child's needs to be met and providing a successful academic and social experience for all children.

The following new staff members joined the Eastham school community: Tamara Beale (Cafeteria Worker); Kate Berg (Pre-School teacher); Caroline Donovan (K Grant Ed. Asst.); Lindsey Helme (SPED Ed. Asst.); Vincent "Skip" Lobono (part-time Physical Education teacher); Leslie McArthur (K Grant Ed. Asst.); Justine Ryan (pre-school Ed. Asst.) And Jamie Vient (Title 1 Ed. Asst.).

On behalf of the students, parents, staff, Mr. David Sheptyck (Chair) and the School Committee, Superintendent Michael Gradone and the Central Office staff, I want to thank you for your continued support of our school. Eastham Elementary School continues to be a special place for children and adults to learn and to grow together in a genuine and supportive atmosphere.

Respectfully submitted,  
Susan Glass Helman, Principal

## FINANCE COMMITTEE

The prime function of the Finance Committee is to review the departmental budgets and to make recommendations on these budgets at Town Meeting. The Finance Committee may also consider any matter that it considers will have a fiscal impact on the town. It may reasonably be argued that little comes before Town Meeting that does not have a potential fiscal impact on the town.

The committee takes its job seriously, and has developed a strong working relationship with each other and with other town officials. It is this relationship that has allowed this committee to make the recommendations it has made at town meetings.

This year, the Eastham Finance Committee decided, along with the cooperation of other Nauset Regional towns, to meet jointly to discuss common interests. These meetings proved to be very beneficial to all. After several meetings, it was decided to form an *ad hoc committee* in order to make the information gathering process less cumbersome. These joint meetings with the towns of Orleans, Brewster, and Wellfleet have helped all of the respective finance committees develop a much better working relationship with the Nauset Regional School Department and the selectmen of each town.

The Finance Committee met on fourteen (14) different occasions this year, including Town Meeting and one public hearing.

The committee maintains its strong position on fiscal responsibility for the town, and a "revenue positive" attitude for all programs.

The committee would like to thank the Town Administrator, the Selectmen, the Town Accountant and all department heads and employees for their support. Most importantly, the committee would like to thank the citizen volunteers who spend numerous hours working on the many town committees.

Respectfully submitted,

Jack Dowman, Chair

## FIRE DEPARTMENT

The Eastham Fire Department has completed an active year which has involved responding to the Fire & Emergency Medical Service needs of the community, as well as code enforcement, and community education programs.

Over the past years, the Board of Selectmen, Town Administrator, and myself have suggested plans to the taxpayers that included reinvesting in the building and equipment within the fire department. With taxpayer support, items such as the New Fire Station and Fire Equipment purchases have put the department in a better place to serve the community.

Upcoming plans that I hope will be ready for presentation to the taxpayers this year include replacing ambulances and hiring additional career Rescue / Fire personnel to help meet the daily service demands. The Board of Selectmen, Town Administrator, and myself will do our best to bring an affordable and reasonable proposal to the taxpayers for consideration at the May, 2005 Annual Town Meeting.

The Fire Department continues to support and coordinate community programs for all age groups and those in need. Programs such as TRIAD, SAFE, Heart Safe Community, Safe Senior, the AED initiative, and the High School Intern program have all proven to be positive programs in our community.

None of these programs would be possible without the willingness and dedication of our town volunteers, and the men and women of public safety.

The Fire Department was a recipient, for the second year in a row, of a competitive Federal Homeland Security Grant, allowing the purchase and installation of an "In House" air system for the refilling of our firefighting air packs. Additionally, I am anticipating receiving grant money from the State before the close of this fiscal year. With the challenging economic climate we are all experiencing, grant money is a welcome resource.

I would again like to offer my thanks and appreciation to the men and women of the Fire Department for their dedication to public safety and serving those in need.

The Fire Department continually strives to meet the present and future needs of the community, and to deliver the most up-to-date rescue, fire, public education, and code management services as possible.

Your input and suggestions are always welcome.

Respectfully submitted,

Glenn J. Olson  
Chief of the Department

# FIRE DEPARTMENT REPORT FOR YEAR 2004

The following is a summary of the activity of the Eastham Fire Department and its Emergency Medical Services.

## **MEDICAL INCIDENTS:**

Immediately life threatening .....	18
Potentially life threatening .....	446
Sick or injured, not life or limb threatening .....	845
<b>TOTAL MEDICAL INCIDENTS.....</b>	<b>1,309</b>

**PARAMEDIC CALLS:** ..... 464

**WALK-IN PATIENTS:** ..... 263

**TOTAL BLOOD PRESSURES TAKEN:** ..... 1,264

**MEDICAL MUTUAL AID RENDERED TO OTHER DEPARTMENTS:** ..... 36

**MEDICAL MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS:** ..... 62

## **FIRE INCIDENTS:**

Service calls/Details/Assistance rendered .....	106
Vehicle: accidents, extrications, fires, spills.....	83
Brush fires, unauthorized burning, smoke conditions.....	57
Appliance fire; equip. Malfunction; oil, gas leaks.....	80
Building/Structure/Chimney fire.....	22
Automatic fire alarm/Sprinkler system activation (no fire).....	72
False alarm/good intent.....	8
Public utility wires down or arcing.....	28
Water/Ice rescue .....	4
Miscellaneous (not classified above).....	6
<b>TOTAL FIRE INCIDENT CALLS .....</b>	<b>466</b>

**FIRE MUTUAL AID RENDERED TO OTHER DEPARTMENTS**

**TOTAL RENDERED .....** ..... 17

**FIRE MUTUAL AID RECEIVED FROM OTHER DEPARTMENTS**

**TOTAL RECEIVED .....** ..... 20

## 2004 CODE MANAGEMENT

### **PERMITS ISSUED:**

Oil burners / Fuel storage tank installations .....	154
Fire/smoke alarms / Extinguishing systems .....	304
Propane storage .....	25
Removal of underground / aboveground fuel tanks .....	22
Open burning permits.....	1,026
Miscellaneous not mentioned above.....	24
<b>TOTAL PERMITS ISSUED.....</b>	<b>1,555</b>

### **INSPECTIONS PERFORMED**

Residential smoke alarms (and reinspections).....	82
Houses for sale smoke alarms .....	204
Oil burner (and reinspections).....	32
Fuel storage tank installation/upgrade .....	97
Commercial fire alarms/extinguishing systems.....	4
Place of assembly / Courtesy .....	6
Auto service centers/fuel trucks .....	12
Motels/Inns/Boarding houses .....	15
Business/commercial (including Restaurants) .....	65
Inspections after fire loss / Violations .....	20
Fire & life safety public education presentations.....	45
<b>TOTAL INSPECTIONS .....</b>	<b>592</b>

## HARBORMASTER

Another unusually cold winter season resulted in considerable ice along the shore, and once again the trees which guide mariners into Rock Harbor were removed. Many moorings which had been left were subject to damage, as the winter buoys were lost and relocating the mushroom anchors became quite a chore in the spring. Fewer mooring permits were issued this year, and the emphasis seemed to be greater on trailer launching of boats from the different ramps. A total of 232 mooring permits was issued as were 37 fresh water motor boat permits.

The long-awaited dredging of Rock Harbor began in December with the arrival of the county dredge Codfish. This project is a joint operation between the towns of Eastham and Orleans, as both towns occupy half of the waterway. Some of this dredge material will be stockpiled on the Eastham side of the harbor for use in subsequent years, thereby nourishing the Bayside beaches. The remainder will be used to nourish Skaket Beach in Orleans.

We wish to thank Assistant Harbormaster David Slack, as he pursues other marine related interests, for his many years of service to the town in maintaining the aids to navigation in Town Cove. Welcome also to Mr. Carl Johnston who will be performing these duties in the future.

Respectfully submitted,

Henry Lind  
Harbormaster

# BOARD OF HIGHWAY SURVEYORS AND PUBLIC WORKS

The Board of Highway Surveyors completed its thirteenth year of work in 2004. The Board consists of three members from the public sector who are responsible to the Board of Selectmen as a policy-making/goal-setting body. The duties of the Board include general support and advice to the Superintendent of Public Works and the Board of Selectmen.

*Members:*    George H. Burgess, Chair  
                  David Maynard, Secretary  
                  David Crary

## **Projects accomplished include the following:**

1. Roads and portions of roads sand sealed:

<i>Ellis Road</i>	<i>South Eastham Street</i>
<i>Dyer Prence Road</i>	<i>Windjammer Lane</i>
<i>Bay View Road</i>	<i>Pilgrim Lane</i>
<i>Lawton Road</i>	<i>Cole Road</i>
<i>Sunset Village</i>	<i>Weir Road</i>
<i>Wiley Park</i>	<i>Western Road</i>
<i>Shurtliff Road</i>	<i>First Encounter Beach Parking Lot</i>

2. Meeting with the developers and engineers for review and approval of various plans and construction;
3. Brushing and reshaping of shoulders on various roads;
4. Maintaining, cleaning and replenishing the sand on all of Eastham beaches along Cape Cod Bay and maintaining all town landings;
5. Review of Keyspan and Verizon street opening permit requests for conformance with Eastham regulations;
6. Petition hearings, revisions and approvals of utility companies' plans and improvements;
7. Inspection of private roads that have been petitioned for acceptance by the Town as a public way;
8. Maintaining and cutting all grassed areas of Town-owned property;
9. Snowplowing, salting and sanding of all Town-owned roads; It should be noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by the Department of Public Works' employees;
10. Our Board provided input on subdivisions and site developments to other Town boards and departments.

**State-funded Projects-Current Projects under Design/Planning/Construction:**

1. Reconstruction of a portion of Herring Brook Road in the area of Herring Pond. This work has been delayed due to a request by *Verizon* to revise the vertical alignment adjacent to *Verizon's* in-ground conduit system. However, the revised proposal did not meet the Town's approval. Therefore, the original plans and specifications are still in effect. It is anticipated that construction will begin on or about September 1, 2005;
2. Traffic and reconstruction improvements along Route 6 have been completed;
3. Miscellaneous drainage basin repairs and improvements;
4. The majority of the reconstruction of Steele Road from Higgins Road to the Cook's Brook Beach has been completed, including drainage and sub-paving. Final paving course and shoulder work are to be completed in Spring, 2005.

The Board looks forward to continuing our amiable relationship with the Town Administrator, Selectmen and DPW Superintendent, and above all to serving the citizens of Eastham to the best of our abilities. We also want to thank the individuals in the DPW for their skills and dedication in the performance of their arduous duties. We invite all interested citizens of Eastham to our meetings which are usually scheduled at 11:00 a.m. every other Thursday at the Highway Department's garage cafeteria.

Respectfully submitted,

George Burgess, Chair

## HISTORICAL COMMISSION

The Eastham Historical Commission met quarterly at the Eastham Public Library through the August meeting; thereafter, it met monthly.

The six-month demolition delay imposed on the Brackett House in November 2003 expired in April 2004. There were no offers to move the house or outbuildings, and demolition was begun by the owner, Seamen's Bank. Historic elements of the Brackett House are to be incorporated in the design of the new bank.

The Commission voted not to impose the six-month demolition delay on 385 Mary Chase Road. However, the cottage was listed on the Cape Cod Commission Demolition web site in an effort to find someone who might be interested in moving it to another site. The proposal submitted by Neil Larson Associates for the Historic Properties Survey Project was accepted by the Commission. This project is being funded by a matching grant from the Massachusetts Historical Commission. Phase I of the project was completed in November.

In August, the Commission suffered the tragic loss of its chairman, George Abbott, necessitating a reorganization of the Commission. New officers were elected as follows:

Elisabeth Sandler, Chair;  
Edmond Harnett, Vice Chair;  
Kathryn Sette, Clerk;  
Nancy Heller, Historic Projects Survey Chairman.

Lucy Cookson was appointed to the Commission in September.

The Chairman wishes to express her special appreciation to the Commission members for their invaluable support during a difficult period of adjustment. The Chairman also wishes to give special thanks to Sarah Korjeff Mumford, Preservation Planner, Cape Cod Commission, for her assistance during this time.

Respectfully submitted,

Elisabeth Sandler, Chair

## HOUSING AUTHORITY

The Eastham Housing Authority continues to own and manage thirteen (13) resident units at substantially below market rates. For the first time in several years, we experienced not one, but three turnovers this past year. As a result, we were able to refurbish these units. All were painted and replacement of appliances, water heaters, utilities, carpeting, windows and flooring was done on an as-needed basis. We also participated financially in the repaving of Van Dale Road at the request of the neighborhood association.

Water quality was improved at our Van Dale property as a result of a new well placed on the premises. Hopefully, this will alleviate the expense of water treatment supplies and equipment previously used. A new septic system was installed at the same location. A new septic system is currently being engineered for one of the Fay Shook units as well.

A second family has taken residence at the Forrest Avenue property. We continue to make improvements on the property as needed. A fence was installed along the back lot line for safety and privacy reasons.

In an attempt to possibly acquire new properties to own and manage, members of the Committee have inspected various opportunities throughout the year as they are brought to our attention. Most often, a property owner is willing to give us a structure that needs to be moved to an alternate location. Unfortunately, we have found that age, condition or layout of the buildings do not warrant a feasible outcome for our purposes.

The Orleans Housing Authority serves as the manager of the Eastham units by contract, as a cost-efficient way for Eastham to operate its affordable housing. The Eastham tenants have generally been good.

We are pleased to report that we have been a full committee for the past couple of years. Meetings are open to the public and are usually held at 3:30 p.m. on the second Thursday of each month.

Respectfully submitted,  
Eastham Housing Authority

## HOUSING TASK FORCE

Eastham's Housing Task Force has, for five years, planned and advocated for affordable housing. It now appears that in 2005 and/or 2006, the Town of Eastham will see twenty-five (25) or more units carefully developed.

One project describes eighteen (18) units (i.e., about 12 acres) on the 60+ acres of the Roach property in North Eastham. The Housing Task Force worked, in cooperation with the Board of Selectmen, to gain approval of this plan which includes ten (10) units of affordable and eight (8) units of market-value housing. Approval for this project was given at the Spring 2004 Annual Town Meeting.

Currently, the Housing Task Force is working cooperatively with other committees and the developer on affordable components of the proposed (i.e., 40B) McShane Brackett Road Development.

The Housing Task Force has long hoped for an elderly and special-needs housing center on the Purcell property off of Brackett Road, and has recommended this use to the Board of Selectmen.

At the November 2004 Special Town Meeting, the Housing Task Force unanimously endorsed the Community Preservation Act, which represents future financial support for affordable units, plus much more, without added financial impact on local taxpayers.

This hopeful report defines a measure of success for Eastham. It doesn't come close to meeting our current needs, and, even less, our projected future needs. However, it is a substantial step toward a more balanced picture of home offerings in this community. The Housing Task Force intends to examine every opportunity to increase housing possibilities that enable growing families to live and work in Eastham, and also allows our senior population to remain in Eastham.

Respectfully submitted,

Lisa Radke, Co-Chair  
John Townshend, Co-Chair

## HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee continued to assess the human service needs of Eastham residents.

The Committee reviewed "*The Human Condition*" a study conducted by the Barnstable Department of Human Services. This study included new demographic material based on the latest census, as well as a survey of town residents. We also interviewed leaders of Eastham's programs for their views on community needs.

We reviewed applications for funding from the fourteen (14) agencies receiving town grants, and met with agency personnel to discuss the data on needs and assistance provided. As a result of this process, we have recommended funding for an additional agency (i.e., Gosnold Counseling Services) for the provision of detox and outpatient services. We have reapportioned recommendations for funding in order to achieve savings to be allocated to the new agency, and to the priorities of children's services, as well as housing and emergency assistance.

Respectfully submitted,

Jari Rapaport, Co-Chair

Gail Hoffman, Co-Chair

## LIBRARY

The Library continues to maintain its popularity as a destination for year round residents and seasonal visitors. Our circulation rose to more than 105,000 during FY '04. While videos and music are popular among Library patrons, the book, whether in traditional, large print, or audio format, remains the Library's most popular item. Currently, the Library collection consists of 37,100 print volumes; 2500 audio recordings; 2600 videos; 500 kits, puzzles, and toys; and more than 100 serial and online database subscriptions. During the past year, our staff of three librarians and two part time assistants conducted nearly 8000 reference transactions. Our public computers are in constant use, and this year we added a laptop connection for the convenience of our patrons. Our volunteer team of shelveurs, circulation desk workers, and back office sorters contributed more than 3200 hours to keep Library operations running smoothly.

Recognizing that it is time to start planning for the future of the Library, in October the Trustees applied for a Planning and Design Grant of \$20,000 from the Massachusetts Board of Library Commissioners in October. At a Special Town Meeting on December 13, 2004, the Town voted to allow the Library Trustees to accept these funds if the application is approved. What do our patrons want in an improved space? In response to a survey conducted during the summer, our patrons said that a pleasant environment, true to Eastham's character, with ample reading, study, and browsing space is essential. They also pointed out access issues such as parking, good walkways, and a building maneuverable by the handicapped. Space for programs, local history, and technology also rated high.

Some highlights of the year included our second *Turnip Festival* held in November at the Elks Club which attracted nearly 150 celebrants; talks by several authors and a book researcher; and a presentation on the crisis in the Sudan.

The Library's Kids' Room continues to stay vibrant and active year-round! Thanks to a grant from Cape Cod Children's Place, our Friday morning storytimes now include a craft, which has proven to be VERY popular with children and parents alike. Youth Services Librarian Curry Rose Hoskey maintains her relationship with local schools to create reading lists and to promote books and reading with class visits and CLAMS training sessions. Special storytelling performances included Lauren Carson's southern-tinged stories, Jackson Gillman's sign-language tales and workshop, and multicultural stories by Derek Burrows. One of the biggest changes in the Youth Department is the NEW Board of Library Teens (B.O.L.T.) which has already made its mark with various projects such as leading a summer crafts class, creating a "Book Buddies" reading program for children, hosting an amazing teen open Mic., and expertly advising Curry on what books, music, and movies to buy for the Kids' Room. Thanks to generous funding from the *Friends*, the Library continued its expansive summer program with Ritchie Porter's video workshop, the return of the very popular "Dog Day of Summer," and "A Kids' Midsummer Night's Dream" beautifully costumed by volunteer Donna Quirk. Finally, the Library was fortunate to receive an Eastham Cultural Council grant for musician-storyteller John Porcino, who delighted the audience at the 2004 end-of-summer party—Explore Other Worlds @ your Library. Coming up next—start reading, and soon you'll be **GOING PLACES @ YOUR LIBRARY!**

Respectfully Submitted,

Martha Magane, Library Director  
David Payor, Chair, Library Trustees

## LONG RANGE PLANNING COMMITTEE

Seventeen "Overall Goals and Related Needs" of the Town are listed in Eastham's Local Comprehensive Plan (i.e., Second Edition - L.C.P.). Most of these goals originated with one or more of the Town's committees.

The final chapter of the L.C.P. organizes these goals into sixteen "elements," each with several subcategories. The subcategories are prioritized according to the year their implementation is recommended (i.e., 1= 2002-03, etc.).

The Long Range Planning Advisory Board (L.R.P.A.B.) monitors the progress toward these goals by reference to the stated priorities and during the five-year existence of the L.C.P. The L.R.P.A.B. met with members of the Traffic Committee, Water Resources Advisory Committee and Library Committee, and discussed the proposed bus route (i.e., Flex Route) with Mr. Clay Schofield of the Cape Cod Commission. Each of these sessions noted progress toward one or more (though not all) of the goals designated in the implementation chapter. Communications with many other committees revealed more important achievements, and provided valuable insights and information to the L.R.PAB.

These collaborative efforts were supplemented by inquiries designed to detect emerging developments which could have long range consequences for future planning in support of the "maintenance of community character." Special attention was given to projected population and its age distribution. Attention was also paid to income and employment for its impact on the ability to support public services, as well as, and/or its revelation of needs for public services.

Thus, the monitoring of the L.C.P and the framework within which its goals are to be achieved will trace out progress for the life of the plan and identify, whenever possible, emerging developments with long range consequences which may or may not have been noticed when the 2002 Edition of the L.C.P. was completed.

Respectfully submitted,

Kenneth G. Ainsworth, Chair

## NATURAL RESOURCES

After an unusually cold winter, the ice pattern in Cape Cod Bay receded and then reformed for a second assault on the tidal flats. While the presence of ice reduces coastal erosion, the grinding of the ice floes on the sand can damage shellfish aquaculture operations and this was the case this year. Most of the damage was repaired and the growers experienced a productive season. Several persons applied for, and were licensed, additional acreage in the Boat Meadow Aquaculture Area indicating success.

The Hemenway EATTC continued to produce a variety of species of shellfish during the growing season as part of the training and ongoing educational programs at the facility. Nearly one million oyster seeds were produced, as well as two million soft shell clams. This effort was partially supported by Barnstable County through the Cooperative Extension Service and some of the seed produced was distributed among several towns of the lower Cape. The remainders have been planted in numerous locations around the town for future harvest by the general public. As has been the custom, quahog seed is raised from private hatchery stock and continues to grow. Harvest of locally produced oysters is a popular event on Sundays during the months of November through April. Commercial harvest of razor clams continues to be an important part of the fishery.

The number of shellfish permits issued this year was 1768. Distribution of the permit sales remained essentially the same: 49 percent to taxpayers and residents; 16 percent to tenants or families renting property; 1 percent to non-residents; 29 percent were issued to residents and taxpayers more than 65 years of age, and 4 percent were issued to commercial harvesters.

Our Herring runs experienced a very successful year as a result of bountiful rain events and commensurate high pond levels. Reduced quotas for harvest continued in effect this year in an effort to conserve stocks and remain consistent with both state and neighboring town regulations.

Occasional stranding of marine mammals did occur this year, but they were infrequent. Turtle stranding was not a serious problem. The specialists speculate that the relatively cool summer season did not result in extremely warm water temperatures in the Bay, and, as a result, the population of turtles was not as large as other years.

In a year with multiple hurricane strikes in the southern parts of the country, we were spared all but heavy rains and winds as the remnants of the various storms traveled inland before crossing our area. Again, this precipitation has been instrumental in maintaining adequate ground water supplies. Significant effort has been expended on implementing the work plan for the open space trails. Together with help from *AmeriCorps Cape Cod* and other volunteers, we are achieving success in reaching the goals of the plan. We again wish to thank all those people and agencies who have helped our department during the year.

Respectfully submitted,

Henry Lind  
Natural Resources Officer

## NAUSET REGIONAL SCHOOL COMMITTEE

Academic achievement and improved communications with parents, the public and town officials in the face of dramatic cutbacks in state funding were top priorities this past year for the Nauset Regional School Committee. The Nauset Regional School Committee was grateful for town meeting approvals of its Middle School and High School budgets and the overrides necessary to maintain quality education in the Nauset schools.

*Nauset Regional High School, with a record student population of 1,095, made some impressive gains:*

- Every student who tested as a sophomore in the MCAS exams graduated under the state's new graduation criteria;
- Nauset S.A.T. scores improved an average of 11 points, and more students than ever took Advanced Placement tests;
- Several Nauset athletes, musicians and vocalists won All State honors, and the soccer team had an outstanding season and state tournament;
- Nauset's Teen Court program became a model for the state, and the Drop-Out Prevention program (Access) continues to excel;
- The school's Foreign Exchange program this past year represented four countries.

*Middle School accomplishments were equally notable:*

- Four Middle School teachers were recognized as National Board certified: *John Krenik* in art; *Linda Johnson* in Science; school psychologist *Kathleen Gatto*; and nurse *Jill Stewart*;
- Middle School students continued to improve on state-mandated MCAS tests, with 97 percent receiving a passing grade in Grade 7 ELA, 94 percent in Grade 8 science, 91 percent in Grade 8 math, and 88 percent in Grade 6 math;
- Students continued their exemplary efforts in community service, with clothes, food and gift drives for needy families; volunteer work at the Brewster Fire Museum; erosion control work at Nauset Beach; volunteer work at area nursing homes; a towel drive for the Animal Rescue League; work on a school beautification project, and a drive to send cards and letters to soldiers overseas.

The Nauset Regional School Committee is pleased with the continuing progress at the Middle School and High School, and is proud of each schools' academic standing which is among the best in the state.

Respectfully submitted,

Greg O'Brien, Chair

## OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The commission held four meetings during the course of the year, including a joint meeting with the Eastham Historical Commission in December.

The commission reviewed, and at the second meeting approved, Greg Mason's proposal for a two family dwelling intended to replace the existing structure that was destroyed by fire.

Respectfully submitted,

Richard J. Benedict, Chair

## OPEN SPACE COMMITTEE

The key accomplishment this year for the Open Space Committee was the approval for the purchase of three significant properties at the Annual Town Meeting on May 3, 2004 (i.e., all by unanimous vote). All will be paid for with Land Bank funds:

- The *Hatch* property, a 1.3 acre parcel perched over Depot Pond, with access off of the bike trail, is a hidden gem that was approved for purchase at \$360,000;
- The *Mumford* property, about 1.4 acres, bought for \$141,725, provides a critical link in our Kettle Ponds system, connecting Wiley Park to the Nickerson Conservation Area. The property is an isthmus that borders both Great Pond and Bridge Ponds with 1,000 feet of frontage. A footbridge is planned that will complete a continuous trail through 88 acres and five surrounding kettle ponds;
- The *White* parcel, purchased for \$604,700, is an 8.3 acre tract that lies within the area of Critical Environmental Concern off Bridge Road. It is a marshy area and part of it had once been a planned subdivision. The land provides an undisturbed corridor between the two great marshes (i.e., Rock Harbor and Boat Meadow) protecting a critical habitat.

A second important accomplishment was the completion of a major revision of Eastham's Open Space Plan, a lengthy document that details Eastham's Open Space background, goals, objectives, and it includes an action plan and a number of maps and data on town-owned land. This plan is required by the State in order to qualify for consideration for grant monies.

The Open Space Committee continues to monitor the trails in all of our conservation areas in order to implement the management plan, and in keeping with our goals to make the Town's Open Space properties both accessible and natural. Wiley Park, in particular, receives heavy usage. The ongoing work of removing the many downed and diseased trees continues to be a high priority. Poison Ivy control is also an ongoing project for the Natural Resources' staff. The Committee also monitors and makes recommendations to the *1651 Forest Advisory Board* in order to ensure that the plantings are in accordance with the Open Space goals for Wiley Park.

Finally, the Community Preservation Act (C.P.A.) was accepted by the voters at the Special Town Meeting on December 13, 2004. Our Committee will participate to the fullest extent possible in establishing the criteria used for selecting properties for purchase, based on the expanded scope and flexibility of the C.P.A. It is imperative that the Town continue to recommend the purchase of some parcels strictly for conservation, but at the same time recommend other purchases that will combine open space needs with other recreational, affordable housing, or historic preservation needs.

Thanks as always to Keith Johnson and Henry Lind and all of the other Natural Resources personnel, to *AmeriCorps*, and to all the volunteers and neighbors who help to keep our open space areas safe, attractive, and pleasant places in which to enjoy a walk.

Respectfully submitted,  
Judy Brainerd, Chair

## PLANNING BOARD

During the past year, the Planning Board has reviewed thirty-nine (39) applications covering a broad range of projects and requests including the following: *Approval Not Required (A.N.R.) Plans (8); Preliminary Subdivisions (1); Definitive Subdivisions (4); Site Plan Special Permits (3); Site Plan Special Permit Waivers (4), and Residential Site Plans (19)*. There was an increase of eight (8) total cases heard by the Planning Board than in 2003. Projects under the Subdivision Control Act in 2004 (i.e., both endorsed A.N.R. Plans and approved Definitive Subdivisions) have resulted in the creation of thirteen (13) potential new building lots, three (3) more than were created in 2003.

Close to fifty percent of the Planning Board's case load in 2004 were for projects requiring Residential Site Plan Approval (19) when a Site Coverage Ratio greater than 0.15 for lots less than 20,000 sq. ft. or 3,000 sq. ft. of Site Coverage on lots greater than 20,000 sq. ft. are proposed. Since implementation of this Bylaw began in October 2001, the Planning Board has reviewed a total of forty-five (45) requests for Residential Site Plan Approval.

The Planning Board has a full compliment of seven regular members and two alternates. Serving with the Chair on the Board in 2004 were Michael Cole - Vice Chairman, Leslie-Ann Morse - Clerk, Debbie Abbott, Kevin Holland, Peter McDonald and Craig Nightingale. We are most fortunate to have two reliable alternates in Frank Salomone and Tim Klink, who regularly attend the meetings, and are available to sit as voting members when a member must stand down or is absent. Joe Rego stepped down from the Board this year after three terms of service. I would like to personally thank Joe for his dedicated service to the Town of Eastham. In 2005, I look forward to working with devoted members of the Planning Board.

Respectfully submitted,

Howard Sandler, Chairman

## POLICE DEPARTMENT

I hereby submit my report for the activities of the Eastham Police Department for the year 2004.

This year, in our continuing efforts to maintain safety along our main road, Route 6, we applied for two traffic enforcement grants through the Governor's Highway Safety Bureau. We were fortunate in securing both grants. The first grant received was for the *Click-It or Ticket* and *You Drink, & Drive, You Lose* campaigns. Extra patrols were put on during the time of these programs, and were paid for by the grant. This grant was for \$800.00. The extra patrols resulted in additional reminders, with some citations issued to citizens advising them to buckle-up, as well as our ever vigilant efforts to remove alcohol impaired drivers from our roadways.

The second grant, basically for the same purpose, but for longer periods of time, was for \$8,400. This grant runs through May of 2005, and will provide funds for additional traffic enforcement and safety belt checks. We thank the Governor's Highway Safety Bureau for recognizing the need for additional enforcement on our busiest roadway.

In May of this year, we hired Diana Palm as our newest full-time police officer. Officer Palm previously worked for the Nantucket Police Department. Diana is a 2004 graduate of the Municipal Police Officer Class (MPOC), and is a welcome addition to our department.

The *Triad/Neighborhood Watch Program*, with William Boyd and Russell Moore as coordinators, is progressing very well. At this time there are fifty-one (51) individuals who have signed up and have taken training to be a block captain for the *Neighborhood Watch Program*. These two gentlemen have regular office hours at the Police Station from 9:00 a.m. to noon on Mondays, and hold regular group meetings the first Tuesday of each month. In conjunction with the Fire Department and the Council on Aging (COA), this program has greatly expanded since its inception two years ago. We are fortunate to have Bill and Russ as the *Neighborhood Watch* coordinators working in conjunction with Sgt. Jon Pierpont. Their combined expertise has been invaluable to the success of this program. Please feel free to phone (508) 255-0551 for additional information on these programs.

Once again, on behalf of the staff of the Eastham Police Department, we thank you, the citizens of Eastham, for your continued support, and we stand committed to work ***"In Partnership with Our Community."***

Respectfully submitted,

Richard R. Hedlund  
Chief of Police

## COMMUNICATIONS DEPARTMENT

The Eastham Communications Department operates from within the dispatch center located at the Police Department. The Communications Center provides emergency telephone and radio communications to all of the Emergency Services Departments in the town, and is a direct link to county, state, and federal agencies as well.

In addition to the many calls for service and information, one thousand five-hundred two (1,502) 9-1-1 emergency calls were received by the department in 2004. Of these, one hundred and two (102) calls were abandoned, requiring a police response to investigate. We would remind citizens not to hesitate to use 9-1-1 for true emergencies, and if possible have this number programmed into their phone. Have our business telephone number readily accessible (508-255-0551) for non emergencies, and please leave 9-1-1 open and available for true emergencies.

During emergency situations, both natural and man-caused, the Eastham Police and Fire Departments stand ready to assist our citizens through any crisis. Partnering with the American Red Cross, shelters are prepared for use as needed in the following manner:

1. The Eastham Police Facility – 12 persons or less, short term;
2. The Eastham Council on Aging – Up to 100 persons;
3. Nauset Regional High School (Regional Shelter) – Up to 1,000 persons.

Always have an emergency kit on hand, containing such items as the following: basic first aid equipment; portable radio; flashlight(s); batteries; drinking water; an ample supply of prescription medicine(s), etc. Pertinent local and regional emergency related information would be broadcast on local radio stations. Should evacuation to the emergency shelter become necessary, or for questions or concerns, please call the Eastham Communications Center at (508) 255-0551.

Our annual *Reassurance Program Holiday Luncheon* was held in December and was hosted by the Orleans/Eastham Elks Lodge. Members of the Eastham Police Department, Fire Department, and Council on Aging coordinated the luncheon. More than 80 participants from Eastham's *Reassurance Program* attended the gathering. *Reassurance* participants who were unable to attend in person received meals delivered by Police and Fire Department staff. This was a very successful holiday luncheon, and a great time had was had by all.

Thank you, citizens of Eastham, for your continued support throughout the year.

Respectfully submitted,

Richard R. Hedlund, Chief of Police

# TOWN REPORT 2004 FOR POLICE DEPARTMENT

## COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Town By-Law Violations . . . . .	18
Death Investigations . . . . .	6
Suicide/Attempted Suicide . . . . .	1
Mentally Disturbed . . . . .	0
Illegal Disposal Trash . . . . .	3
Trespass . . . . .	27
Incapacitated Persons . . . . .	28
Other Offenses . . . . .	1
Warrant Arrests . . . . .	27
Suspicious Incidents . . . . .	53
Domestic . . . . .	33
209A Violation . . . . .	7
Burglar Alarm . . . . .	273
Misc. Traffic . . . . .	291
Hazard . . . . .	58
Minor Motor Vehicle Crash . . . . .	87
Animal Complaint . . . . .	146
Dog Complaint . . . . .	207
Bicycle Complaint . . . . .	3
Summons Served . . . . .	64
House Check . . . . .	36
Business Check . . . . .	52
Hunter Complaint . . . . .	1
Lock Out . . . . .	54
Escort . . . . .	33
Medical Assist . . . . .	10
Noise Complaint . . . . .	166
Civil . . . . .	39
Serve Home Owner . . . . .	295
Assist to Department . . . . .	322
Assist to Police Department . . . . .	155
Assist Fire Dept/Rescue . . . . .	253
Transportation . . . . .	63
Message Delivery . . . . .	37
Assist Motorist . . . . .	42
Disabled Motor Vehicle . . . . .	171
Reassurance Check . . . . .	277
Miscellaneous . . . . .	175
School Incident . . . . .	5
911 Abandoned . . . . .	92
Murder . . . . .	0
MV Homicide . . . . .	0
Rape/Rape by Force/Attempted Rape . . . . .	6
Robbery . . . . .	0
Assault . . . . .	3
Assault & Battery . . . . .	25
Assault & Battery/Deadly Weapon . . . . .	28
B & E Forced . . . . .	23
Attempted B & E . . . . .	5

Larceny	110
Larceny/Auto	1
Arson/Attempted Arson	1
Bomb Threat	0
Forgery	0
Fraud	5
Stolen Property	1
Recovered Stolen Property	4
Lost/Found Property	141
Vandalism	68
Sex Offense	4
Narcotics Violation	6
Narcotics Investigation	4
Family Offense	5
Child Neglect	1
Trespass Served	27
Abandoned Motor Vehicle	3
Parking Tickets	158
Missing Persons	6
<b>GRAND TOTAL OF INCIDENTS</b>	<b>4246</b>

### MAJOR VEHICLE STATISTICS

Major Motor Vehicle Crashes	198
Motor Vehicle Warnings	2033
Civil Infractions/Complaints	1322
Motor Vehicle Arrests	27
OUI	13
Truck Enforcement	61

### PERMITS/LICENSES/MOTOR VEHICLE

Copies of Reports	288
FID Cards	10
ID Photographs	4
Firearms Permit Photographs	265
Pistol Permits	121
Private Duties Billed	\$67,436.11
Fines Collected - Motor Vehicle	\$58,565.00
Fines Collected - Non-Motor Vehicle	\$2,486

### DAYS OF THE WEEK

Sunday	24
Monday	30
Tuesday	31
Wednesday	23
Thursday	35
Friday	28
Saturday	27

## PUBLIC ACCESS COMMITTEE OF EASTHAM

Our Town is getting older, with the highest percentage of growth this year consisting of individuals aged more than eighty. The need for accessibility continues to grow (i.e., signage for those with poor sight, amplified sound and visual aids at public meetings for those with poor hearing, walker and wheelchair accessibility - elevators and ramps). Under State and Federal law, all buildings built today must meet A.D.A. guidelines. For buildings built after 1975, retrofitting must be done to comply with the law. For older structures, owners and renters must be persuaded that retrofitting their buildings is in the public interest. Within these parameters, P.A.C.E. continues in its effort to have Eastham 100% accessible, so that all of our citizens may fully participate in the life of the community. This year saw the construction, as well as the expansion of, the following significant initiatives:

### Monitoring and Enforcement:

Mr. Frank DeFelice, Building Inspector and Americans with Disabilities Act Coordinator, continues to strictly enforce all A.D.A. provisions. He works closely with P.A.C.E., and we are finding that far fewer problems are falling between the cracks.

Mark Powers continues to expand ramping at Bay beaches. He has secured a second beach wheelchair which was provided by the Town, and a donation of spare parts from Nantucket. P.A.C.E. participated in the orientation of the beach attendants, and regularly inspected all of the Town beaches for continuous accessibility.

A new major effort is being made, with the cooperation of Police Chief Richard Hedlund, to have disabled parking areas at all public accommodations clearly painted and properly signed.

New regulations to assure complete access for voting were issued, and the Town was inspected for compliance by the State. P.A.C.E. worked with the Town Administrator and the Board of Selectmen to intervene after erroneous recommendations followed the inspection. Eastham is completely accessible to the disabled for voting.

The Bandstand on the Windmill Green was completed in 2001 without a handicapped ramp. The Town has made arrangements to add the ramp before the season begins in July.

### Education:

The P.A.C.E. booth at Windmill Weekend continues to provide an important interface with the public.

Information on all disabilities and everything from help in modifying your house, to securing adapted telephones, is available. Residents are asked to fill out questionnaires that will give us guidance in our work. This year, the largest group of individuals responding indicated "hearing problems." This has led to a major initiative to learn as much as we can about hearing impairment. Hopefully, this will lead to a Town wide initiative that will highlight this need and lead to whatever remedial action is available. Other responses to the questionnaire included the following: use of oxygen; low vision; legally blind; use of manual and motorized wheelchairs; canes; walkers; braces and serious arthritis.

Using the local newspaper, and working with Chief of Police Richard Hedlund, we responded to a call to make our citizens aware that the preferred signage for vehicles using disabled parking areas is a picture I.D. hanging from the mirror. Dashboard I.D.'s are becoming obsolete, and are no longer universally accepted.

Service and Advocacy:

At the request of the Town Building Department, the new ramp and the interior of the Department of Motor Vehicles office at the back of the Recreation Building were inspected. Additionally, at the request of the Police Department, the Dispatcher's Office and doors were inspected for accessibility.

Suggestions were made for both of the aforementioned sites.

The campaign to recruit "Friends of P.A.C.E." continues. As this group grows, our programming can increase. Working with Ms. Sheila Vanderhoef, our Town Administrator, a new, updated disability guide was printed and broadly circulated. We are planning a yearly update and printing of this publication.

Our special thanks to the general public, and to the Town of Eastham employees, who continue to support these efforts.

Respectfully submitted,

David P. Kern, Chair

## RECREATION COMMISSION

The Recreation & Beach Department, through passive and active recreation, is committed to serving the citizens of Eastham. The department continues to diversify and reach new audiences through the introduction of new programs and special events. This December, the department created an "Old-Fashioned Holiday," and invited the public to join them at Wiley Park for s'mores, cider, and popcorn. In February, the department sponsored a well-attended Family Skate Night at the Charles Moore Arena. This summer the department introduced a schedule full of new programs. A three-day softball clinic kicked off the summer. Tennis was a favorite this summer, and would not have been as successful without the generous offering from the Four Points Sheraton. A special thank you to them for granting the department the use of their tennis courts. Adult 40+ Basketball was held on Thursday evenings on the Field of Dreams Basketball Courts. A very popular and successful program was kayaking. In partnership with Osprey Sea Kayak Adventures, children and adults explored Great Pond and Nauset Marsh throughout July. Thank you to Osprey Sea Kayak Adventures! To end the summer, the department worked with Challenger British Soccer and held a week long soccer camp. This fall was the inaugural season of cheerleading. A squad of thirty-five girls enabled this program to be a tremendous success. Racquetball and Adult Beginners Tennis were also introduced this fall. November 1 will be remembered as Rocket Day! Children learned about and built their own rocket. Each rocket was then launched on the Field of Dreams!

With the advent of new programs and events, the Recreation & Beach Department still remains vested in the programs which the department was built on. Basketball, Baseball, Softball, T-Ball, Jump Rope, Summer Recreation Program, Swimming, Summer Basketball, Soccer and Field Hockey continue to be well-attended and popular programs for K - 8 graders. The High School Recreational Basketball program was revamped and proved to be a success amongst the young adult community. The Town of Eastham and the Recreation Department continue to support the operation of Finch Skate Park. This past year, the department sponsored their 2nd annual ski trip and 2nd annual Disney on Ice trip!

The spring and summer continue to be integral months for the Recreation & Beach Department. The preparation and management of nine bay beaches, three fresh water ponds, and Hemenway Landing are essential to the economic viability of the Town. The Sticker Program is a focal point for the department. The Sticker Office is a busy place where customer service is a top priority. The mail-in program was again very successful and the department strives to increase its number of mail-ins. Thank you to all those who help to preserve, protect, and promote the beauty and safety of our bay beaches and ponds.

The Commission would like to extend a special thank you to the many talented volunteer coaches and chaperones who lend their expertise and support to the Recreation and Beach Department. Through their tireless efforts and continued commitments, the recreational programs and special events continue to strengthen and serve the varying needs of the citizens of Eastham.

The Recreation Commission meets on the second Tuesday of the month at 7:00 p.m., at the Recreation and Beach Office. All meetings are open to the public.

Respectfully submitted,

Thomas O'Hara  
Chris Thompson

Jean Leyton  
Roger Rice

Gregg McMullin

## RECYCLING ADVISORY COMMITTEE

During the year, the Recycling Committee has been working with the staff at the Transfer Station in order to help make the operation of the new Recycling Center as smooth as possible. On October 26, 2004, the Massachusetts Recycling Coalition presented a first-place award in the "Large Municipal Recycling Category" to the Town of Eastham for its redesign and development of the new Transfer Station. Since that time, many visitors from other communities have come to observe and evaluate what we have done.

A second great boon for the town came this year when Steve Douglas and the D.P.W. signed a contract with a different company which agreed to take all our recyclables and cover all hauling fees at no cost to the town (i.e., previously we had to pay the hauling costs). This obviously provides a significant additional financial advantage for the town to encourage as much recycling as much as possible.

Two things are now happening. The *first* is that most of our townspeople who use the Transfer Station do their recycling in a conscientious and careful way - and it is making a significant difference in the total amount of our recyclables. Still, there are some who find it "inconvenient," and we are discussing possible ways to deal with this lack of cooperation.

The *second* major item on our agenda this year has been the need to obtain more cooperation from the companies that haul trash, and should be collecting recyclables from their customers. One company makes a serious effort to deal responsibly with recyclables, and we appreciate the effort.

A hindrance for haulers has been the lack of bulk unloading options when they bring recyclables to the Transfer Station. This continues to be a problem because we have not yet discovered a way to dispose of those recyclables in a way that would be less costly than disposing of them as trash. However, we shall continue to work on this problem and to investigate all options that would make this possibility an advantage for the town.

As a committee, we do want to thank all of our citizens who separate recyclables at home, and then conscientiously put them in the proper containers at the Transfer Station. The effort they make we all benefit from, and we are grateful for it. The members of our committee for this year are Charles Beattie, Bob Chesney, Vivian Cook, Jack Dowman, and Bob Nusbickel.

Respectfully submitted,

Jerry Gibson, Chair

## CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (C.C.R.T.A.) has provided 62 clients (unduplicated count) 5,646 one-way passenger trips from July 2003 through June 2004 (FY04). C.C.R.T.A. provided 59 clients in Eastham with door-to-door *B-Bus* service (i.e., door to door service by reservation - Call 1-800-352-7155 for more details) during FY03. These clients took a total of 5,203 one-way passenger trips during this time period. Total *B-Bus* passenger trips in the fifteen towns of Cape Cod were 182,446 in FY03 compared to 179,192 in FY04.

C.C.R.T.A. FY04 records for the Boston Hospital Transportation service indicated Eastham residents took 49 one-way trips using this service.

C.C.R.T.A. continues to participate with the Lower/Outer Cape Community Coalition to coordinate routes and schedules now provided by C.C.R.T.A., P&B, Councils on Aging, human service agencies and private non-profit organizations. Ms. Paula George has worked closely with Ms. Sandy Szedlak of the Eastham Council on Aging and Mary Petitt of the Lower/Outer Cape Community Coalition.

C.C.R.T.A. has a web page on the Internet ([www.thebreeze.info](http://www.thebreeze.info)). Route maps, schedules, fares and the latest news about Cape Cod public transportation services are provided at this site, as well as links to many other transportation resources.

Respectfully submitted,

Joseph G. Potzka, Jr., Administrator

## BOARD OF REGISTRARS

The total population for 2004 reached 5641. There were 4146 registered voters as of July 14, 2004:

• Democratic Party	1125
• Republican Party	849
• Un-enrolled	2139
• Reform Party	2
• Green Rainbow	15
• Libertarian	15
• Interdependent 3rd Party	1

## SUPERINTENDENT OF SCHOOLS

Calendar year 2004 was one of challenges and accomplishments for the Nauset Schools. We continued to improve our overall scores on the Massachusetts Comprehensive Assessment System tests, at all levels and in all subjects. Our original commitment, that every student pass the test (a score of 220 or better), has evolved to a determination that every child be Proficient (240 or better). This is the goal of President Bush's *No Child Left Behind Act*, and it's one we will achieve before the nation's 2014 deadline.

A significant component of this effort is Nauset High School's *Project Access*, an alternative for students who might otherwise drop out of school. Instead, *Project Access* allows them to work during the day and attend classes during the late afternoon and evening. This is a twelve-month program with an attendance rate approaching 100%. To date, nearly forty diplomas have been awarded to students who have met our academic expectations through this program, including passing the MCAS tests.

In other worthy developments, Nauset High School is preparing for re-accreditation. Faculty committees will work for eighteen months to prepare for the visiting team's arrival in September 2006. The High School Student Council fulfilled its pledge to support the 2003-2004 budget, with contributions totaling \$15,000 from their fund-raising efforts. Nauset Middle School continued its dramatic improvement in all areas, achieving the best MCAS scores on Cape Cod. Indeed, the Beacon Hill Institute at Suffolk University ranked Nauset the fourth most effective middle school program in the state from 2001-2003. The Middle School's achievements went beyond the classroom. Its Band and Orchestra earned Gold medals, and the Chorus a Silver, at the 2004 *Great East Festival*. Not to be outdone, the Middle School's second-year football team was undefeated.

Eastham Elementary School earned recognition as the best-performing elementary district in the state from 2001-03, in the same Beacon Hill Institute report. This distinction capped the long and dedicated service of outgoing School Committee Chair Marcia Nickerson, whose forty-two years on the Eastham School Committee was the longest tenure of any Committee member statewide in a recent survey. In other noteworthy developments, the Building Committee continues its diligent work to modernize the school building. It is hoped ground will be broken on this project sometime this winter.

The Nauset Schools continue to provide an excellent program to the Town's children, even as standards and expectations rise across the state and the nation. We are grateful for the support of Eastham's citizens, and will work harder than ever in the coming year to serve the Town and its children.

Respectfully submitted,

Michael Gradone  
Superintendent

## 1651 ARBORETUM ADVISORY COMMITTEE

Having completed its original charge, which was to create a plan for an historic forest in Wiley Park, the 1651 Arboretum Advisory Committee is in the process of being restructured and renamed the 1651 Forest Advisory Committee. With a revised charge, the committee, working in conjunction with the Natural Resource Office, will direct and manage project implementation. Said implementation will proceed in accordance with the goals set forth in the Open Space Land Management Plan.

To this end, the 1651 Forest Handbook was published. It provided step-by-step guidance for the creation of an ecologically sound, indigenous habitat within Wiley Park. The Handbook lists twelve (12) trees, eleven (11) shrubs, and three (3) groundcovers that are known to be native to Cape Cod. Each species is described in full, along with the wildlife that prefers it and directions for cultivation. The timing sequence and general planting instructions are included. A copy was placed in the Eastham Library for public reference.

Seventy-two (72) trees were planted in 2004. These included Mockernut Hickory, White Pine and American Elm. Each tree was marked with an identification number and its height, diameter and crown were measured and recorded.

Keith Johnson of the Natural Resource Office, recommended the use of a new product called Dri-Water. Its use obviated the laborious watering system undertaken last year. Dri-water is a combination of 98 percent water and 2 percent food grade ingredients that form a gel-like substance. It is all natural and harmless to people and animals. Natural bacteria found in soil gradually breaks down the gel and converts it back to water, which then moistens the roots for as long as three months. It is used extensively in large reforestation projects in the western part of the country.

Our thanks to Henry Lind, Keith Johnson and Mike O'Connor of the Natural Resource Office for all of their advice and assistance. Thanks also go to the Friends of the Arboretum. This is a group of private citizens, organized by the Advisory Committee for the dual purpose of raising money and planting trees. They have been a tremendous success at both.

Respectfully submitted,

Toni Stoker, Chair

## RESIGNATIONS SUBMITTED IN 2004

Judy Cannon  
Laurence E. Casson  
Robert Cronin  
Mary Jane Gibson  
Harold Goemaat  
Walter Ross

Barbara P. Tague  
Elaine Vaudreuil

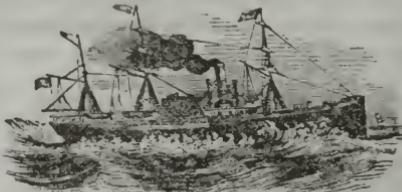
Waste Water Management  
Critical Planning Committee  
Visitor's Service Board  
Council on Aging  
Search Coordinator  
1651 Arboretum Advisory Committee  
Critical Planning Committee  
Bikeways Committee  
Zoning Board of Appeals

# PORTLAND STEAM PACKET COMPANY.

DAILY LINE OF FIRST CLASS STEAMERS BETWEEN

## BOSTON AND PORTLAND

THROUGHOUT THE YEAR.



ONE of the first-class steamers, John Brooks, Falmouth—Forest City, will leave India Wharf, Boston, every evening (Sundays excepted), connecting, on arrival at Portland, with railway trains or NORTH CONWAY, WHITE MOUNTAINS, GORHAM, N.H., MONTREAL, QUEBEC, AND ALL PARTS OF CANADA. Also, with steamers for BANGOR, MT. DESERT, MACHIAS, HALIFAX, N.S., PRINCE EDWARD'S ISLAND, CAPE BRETON, and ST. JOHNS, N.F.

Returning, leave Portland every evening for Boston (Sundays excepted). Through tickets to the above points sold on board the steamers. The steamers of this line are well furnished, and have a large number of elegant and airy state-rooms, and tourists will find this

### A MOST PLEASANT ROUTE TO THE MOUNTAINS,

Combining a short sea trip and railway ride.

TIME OF SAILING.—Leave Boston in Summer at 7 P.M.; in Winter at 5 P.M.

“ Portland at 7 P.M. throughout the year.

WM. WEEKS, Agent,  
India Wharf, Boston.

J. B. COYLE, JR., General Agent,  
Franklin Wharf, Portland.

Photo Credit: Noel Beyle

### The Wreck of the Portland - Also Part of Eastham's History

In November 1898, the steamship Portland sank in a violent storm off the Massachusetts coast. The storm struck the doomed ship, sailing out of Boston on November 26, with 100-mph winds and 60-foot seas. Of the estimated 192 people who went down with the Portland, nine washed ashore on Eastham's beaches.

The nine, according to death records in the Eastham Town Clerk's office, included a 24-year-old teacher from Boston, a 46-year-old lawyer from Yarmouth, Maine, four people (a stitcher, laborer, boiler-maker and a clerk, all in their 20's) from Portland, Maine, a fireman and one of the deck hands. All are listed as having drowned at sea.

In 2002, a wreck discovered in 1989 in the Stellwagen Bank National Marine Sanctuary was determined to be the Portland. In February of 2005, the wreck of the Portland was listed on the National Register of Historic Places.

## TOWN CLERK

The year 2004 brought many challenges for the Office of the Town Clerk. These included a record turnout of voters for the November presidential election and the legalization of same-sex marriages.

In January, the Town Clerk's office prepared and mailed census forms to more than 2,500 families in the Town of Eastham. In the next few weeks, the clerk's office processed these returns and determined the town's *population* to be 5,641 residents. During this time, the clerk's office also processed dog licenses, rental permits and business licenses.

March marked the beginning of five elections scheduled to be held in Eastham in 2004: The presidential primary on March 2; the town election on May 18; the state election on September 14; the presidential election on November 2; the Annual Town Meeting on May 4 and a Special Town Meeting on December 13. Voter registrations were held for each election and the voter list updated.

Eighty-eight percent of the town's 4,313 registered voters - a record turnout - cast their ballots in the presidential election. A record total of 465 absentee ballots were also processed, including 20 overseas ballots.

As the keeper of vital records for the Town of Eastham, the Town Clerk's office also recorded 22 *births*, 37 *marriages*, and 69 *deaths* for 2004. The office also issued numerous requests for certified copies of vital records, including certificates for records dating to the 1600's.

Fees for permits, fines and by-law violations collected by the Town Clerk's office amounted to \$38,740.00.

The clerk's office would like to thank election workers for helping make the 2004 election process a smooth one for the Town of Eastham.

COMMONWEALTH OF MASSACHUSETTS  
William F. Galvin  
Secretary of the Commonwealth

Barnstable SS.

To either of the Constables of the Town of Eastham

**GREETING:**

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at

Precinct 1  
Eastham Town Hall

on TUESDAY, THE SECOND DAY OF MARCH, 2004, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE.....Commonwealth of Massachusetts  
STATE COMMITTEE MAN.....Cape & Islands Senatorial District  
STATE COMMITTEE WOMAN.....Cape & Islands Senatorial District  
WARD OR TOWN COMMITTEE.....Town of Eastham

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 20<sup>th</sup> day of February, 2004.

Simon S. Burt  
Henry C. Cole  
John H. Cole

Peter J. Whelock  
Jayne Brookshire

Selectmen of the Town of Eastham

Pursuant to the provisions of the foregoing warrant, I have posted Attested copies of the warrant at the Post Office in Eastham and North Eastham at least seven days prior to the March 2, 2004 Presidential Preference Primary.

John B. Cole  
Constable

Lillian Lamperti  
Lillian Lamperti, Town Clerk

Feb. 23, 2004  
Posting Date



**TOWN OF EASTHAM**  
2500 STATE HIGHWAY, EASTHAM, MA 02642-2544

**(508) 240-5900**  
FOR ALL DEPARTMENTS  
**(508) 240-1291**  
FAX

PRESIDENTIAL PRIMARY 746 votes cast  
March 2, 2004

## DEMOCRATIC BALLOT

Presidential Preference		Town Committee	
Richard Gephardt	1	Robert Koblitz	423
Joseph Lieberman	7	Judith Cicero	403
Wesley Clark	1	Marjorie Sturm	388
Howard Dean	21	William Nugent	405
Carol Mosely Braun	3	Jennifer Smith	425
John Edwards	141	Minnie Koblitz	416
Dennis Kucinich	41	Kathryn Sette	412
John Kerry	519	Mary Rapaport	413
Lyndon LaRouche	1	Mary Anthony	437
Al Sharpton	4	Ann Crozier	389
No Preference	3	Gabriel Miller	381
Blanks	4	Doris Vanderwiel	376
		Ronald Vanderwiel	374
		Roland Gibson	391
State Committee Man		Noel tipton	422
Cape & Islands District		Nina Opel	427
Cleon Turner	490	Jane Fleming	425
Gordon Major (write in)	1	William Opel	427
Blanks	255	Mary Petitt	468
		Katherine DeLucia	379
State Committee Woman		Bernard Kaplan	425
Cape & Islands District		Mary Gibson	409
Jane Fleming	534	Katherine Alimanestianu	383
Jennifer Smith (write in)	2	Eliza Ewing	386
Judy Cicero	1	Vivien Cook	398
Blanks	209	Francis Crozier	385
		Joyce Brookshire	504
		Peter Whitlock	488
		Kenneth Ainsworth	1
		Kathie Galvin	1
		Steven Kagle	1
		Katherine Wernier	1

Lillian Lamperti, Town Clerk



**TOWN OF EASTHAM  
2500 STATE HIGHWAY, EASTHAM, MA 02642-2544**

**(508) 240-5900  
FOR ALL DEPARTMENTS  
(508) 240-1291  
FAX**

REPUBLICAN BALLOT

104 Votes Cast

**Presidential Preference**

George W. Bush	81
No Preference	9
Blanks	14

**State Committee Man**

Robert Dwyer	87
Blanks	17

**State Committee Woman**

Cynthia Stead	88
Blanks	16

**Town Committee**

William Darin Krum	81
Eleanor Kappock	77
Shawn Shea	83
Robin Pierpont	79
Sean Fleming	83
Anthony Nannini	79
Kathleen Fogg	1
Blanks	245

Lillian Lamperti, Town Clerk



**TOWN OF EASTHAM**  
**2500 STATE HIGHWAY, EASTHAM, MA 02642-2544**

**(508) 240-5900**  
FOR ALL DEPARTMENTS  
**(508) 240-1291**  
FAX

Presidential Primary  
March 2, 2004

3 Votes Cast

Green-Rainbow Party

Kent Mesplay	0
Lorna Salzman	0
Paul Glover	0
David Cobb	0
No Preference	1
Write In-Ralph Nader	1
Blanks	1

State Committee Man	0
Blanks	3

State Committee Woman	0
Blanks	3

Town Committee	0
----------------	---

Libertarian Party 3 Votes Cast

Jeffrey Diket	0	Town Committee	0
Ruben Perez	0		
Aaron Russo	0		
Michael Badnarik	1		
Gary Nolan	0		
No Preference	0		
Write In Ralph Nader	1		
Blanks	1		

State Committee Man	0
Blanks	3

State Committee Woman	0
Blanks	3

Lillian Lamperti, Town Clerk

**TOWN OF EASTHAM  
ANNUAL TOWN MEETING WARRANT  
AND FINANCE COMMITTEE REPORT AND  
RECOMMENDATIONS**

**7:00 P.M.**

**MAY 3, 2004**

**NAUSET REGIONAL HIGH SCHOOL AUDITORIUM**

**ANNUAL TOWN ELECTION**

**MAY 18, 2004**

**POLLS OPEN 10:00 A.M. - 7:00 P.M.**

**EASTHAM TOWN HALL**

**2500 STATE HIGHWAY  
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT  
OR ON TAPE, PLEASE CALL 240-5900**

**Please bring this warrant to Town Meeting**

## SHORT TITLE LIST OF ARTICLES

1.	GREENHEAD FLY PROGRAM SUPPORT	3
2.	DEP LIABILITY	3
3.	ACCEPTANCE TRANSPORTATION BOND BILL	3
4.	NAUSET REGIONAL AGREEMENT SCHOOL FUNDING	4
5.	CHAPTER 59, SECTION 5, 41C	4
6.	CHAPTER 59, SECTION 5, 41A	5
7.	LAND BANK ACQUISITION - HATCH - OFF GREAT POND RD ON LONG POND	6
8.	CALL FIRE FIGHTERS HEALTH INSURANCE	8
9.	UNITED STEELWORKERS DPW/NR CONTRACT SETTLEMENT	8
10.	APPOINT CEMETERY COMMISSIONERS	8
11.	AMEND EASTHAM PERSONNEL BYLAW & COMPENSATION PLAN	9
12.	FY05 TOWN OF EASTHAM OPERATING BUDGET	10
13.	FY05 CAPITAL ACQUISITION ARTICLE	17
14.	FIVE YEAR CAPITAL PLAN FY06- FY010	19
15.	CURRENT YEAR BUDGET ADDITIONS	25
16.	PRIOR YEAR UNPAID BILLS	25
17.	FIX SALARIES OF ELECTED OFFICIALS	26
18.	LAND BANK ACQUISITION - MUMFORD ABUTTING WILEY PARK	26
19.	OCEAN BEACH FUNDING	29
20.	LAND DISPOSITION - AFFORDABLE HOUSING ROACH	29
21.	LAND DISPOSITION - AFFORDABLE HOUSING PURCELL	34
22.	LAND BANK ACQUISITION - WHITE - BRIDGE ROAD & LINNHAVEN	36
23.	CHARTER AMENDMENT - MODERATOR TERM OF OFFICE	38
24.	EASTHAM FIRE FIGHTERS CONTRACT SETTLEMENT	38
25.	VISITORS SERVICES BOARD BUDGET	39
26.	PETITION - ABOLISH VISITORS SERVICES BOARD	39
27.	PETITION - JUICE BAR FUNDING	40
28.	ACCEPT UNPUBLISHED REPORTS	40

## **THE FINANCE COMMITTEE REPORT**

To the voters and citizens of the Town of Eastham:

According to the Massachusetts Finance Committee Handbook, "...the Committee is responsible for submitting recommendations on budget and other financial warrant articles to town meeting." In addition, Eastham Finance Committee's standard practice is to review and make recommendations on all articles. Your town's Finance Committee takes this responsibility very seriously and meets regularly throughout the year to fulfill this obligation.

The Eastham Finance Committee considers the fiscal implications of each article in regards to the financial health of the town. For articles that appear not to have any fiscal implication, the Committee considers the potential impact of the article on the character and future of the Town.

In Eastham, real estate is our primary source of funding for the town operations therefore an improvement in the local or national economy will do little to improve our financial position. Under Proposition 2 ½, limitations for annual increases in this funding capacity, care must be taken in terms of additional spending requests and requirements. Eventually, simple mathematics dictates that an override will be required when new growth and local receipts do not cover the budgets requested to provide services to the Town. The Finance Committee commends those unions, departments and committees that recognize this situation and work with the town with understanding and cooperation.

Specific comments and recommendations are attached to each article in the warrant, under the title, Finance Committee Recommendation.

Respectfully,

Richard P Morello, Chair  
Jack Dowman, Vice Chair  
Jack Paton, Clerk  
John Knight  
Russ French

Gerald Orris  
Jeff Putnam  
Lisa Radke  
Marc Stahl

**TOWN OF EASTHAM  
ANNUAL TOWN MEETING WARRANT**

Commonwealth of Massachusetts  
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham  
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the third day of May, Two Thousand and Four, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 10:00 a.m. Tuesday, the eighteenth day of May next, then and there to elect the following Town Officers,

Moderator (One Year Term: Vote for One)  
Selectman (Three Year Term: Vote for Two)  
Elem. School Committee (Three Year Term: Vote for Two)  
Public Library Trustee (Three Year Term: Vote for One)  
Nauset Regional School District (Three Year Term: Vote for One)

and act on the following question:

Question 1. Shall the Town of Eastham be allowed to assess an additional \$125,000 in real estate and personal property taxes for the purposes of funding the operating budget of an Ocean Beach to be developed on Town owned land on Ocean View Drive for the fiscal year beginning July 1, 2004?

**POLLS TO OPEN AT 10:00 A.M. AND CLOSE AT 7:00 P.M.**

## ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **\$1,200** for Greenhead Fly Control as authorized by Section 24, Chapter 252 of the General Laws, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

### Summary

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article is standard and straightforward, and we recommend approval.

*(majority vote required)*

## ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or to take any action relative thereto.

By Board of Selectmen

### Summary:

This is standard with which all Massachusetts municipalities indemnify DEP for work in the local communities.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article is standard and straightforward, and we recommend approval

*(majority vote required)*

## ARTICLE 3

To see if the Town will vote to accept a sum of money from the Commonwealth of Massachusetts under the 2004 Transportation Bond Issue for maintenance, repair and construction of primary roads;

said funds to be available in Fiscal Year 2005, subject to approval by the legislature; or take any action relative thereto.

By Board of Selectmen

**Summary:**

This is an annual article that authorizes the Town to accept monies to be approved under the annual Transportation Bond bill voted by the state legislature. While the funding amount is uncertain, the Town should vote to accept any money if authorized. The Town may use these funds on state approved projects to upgrade and improve Town roads and parking facilities.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 Article is standard and straightforward, and we recommend approval.

*(majority vote required)*

#### **ARTICLE 4**

To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 71, Section 16B, which would reallocate the sum of member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called; or take any action relative thereto.

By Nauset Regional School Committee

**Summary:**

This annual request would apportion the operating budget of the Nauset Regional School District, on a per pupil basis, rather than as determined by the State's Education Reform Formula.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 This article is an annual article regarding per pupil funding, and we recommend approval.

*(majority vote required)*

#### **ARTICLE 5**

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 41C, as amended by Chapter 184, Section 51 of the Acts of 2002, and pursuant to the provisions of said act, vote to set the exemption permitted to the maximum and further to adjust eligibility age, income and asset limitations as follows: Age, 65, income maximum \$20,000 single, and \$30,000 for married couples, whole estate limitations of \$40,000 single and \$55,000 married, and estate exclusion for owner-occupied dwellings of up to four (4) units, and an exemption amount of \$1,000; or take any action relative thereto.

By Board of Selectmen

### Summary

G.L. Ch. 59 Section 5, Cl. 41C allows a \$500 exemption from taxes for homeowners that meet age, income, asset, and residency requirements. The current minimum age is 70; income not more than \$13,000 if single (\$15,000 if married); assets limited to \$28,000 if single (\$30,000 if married) not including the value of the applicant's home unless any portion of the property produces income and exceeds three dwelling units.

This amendment reduces the age of eligibility to 65 years. In addition this provision will increase the maximum income allowable to \$20,000 if single and \$30,000 if married, and allow for assets of \$40,000 if single and \$55,000 if married, not including the value of the applicant's home. The provision changes the asset deduction allowing for up to four dwelling units in the home. Finally, this article will increase the exemption amount from the current level of \$500 to \$1,000 per year.

In Fiscal Year 2004, only 21 individuals met the current requirements. By decreasing the eligibility requirements, more low-income senior homeowners will qualify for the exemption.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 This article changes the eligibility requirements for tax exemptions. Updating the requirements is necessary to reflect the current economic climate. We recommend approval.

*(majority vote required)*

## ARTICLE 6

To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 59, Section 5, Clause 41A , and further to set the maximum qualifying gross receipts amounts permitted in said statutes at \$40,000; or take any action relative thereto.

By Board of Selectmen

### Summary:

Clause 41A permits a qualifying taxpayer to defer payment of all or a portion of the taxes each year at 8% interest, provided the deferred taxes and accrued interest do not exceed 50% of the applicants' proportional share of the fair cash value of the property. A qualified applicant must enter into a written tax deferral and recovery agreement with the Board of Assessors who must cause a lien on the property to be recorded at the Registry of Deeds. The deferred taxes must be paid to the town upon sale of the property or the death of the taxpayer. In order to qualify for the deferral program, the applicant must be 65 years or older, the property must be owner occupied and be the principal residence of the taxpayer, and the applicant's annual income must be \$40,000 or less.

**BOARD OF SELECTMEN:** 5-0

**FINANCE COMMITTEE:** Recommend 7-0 This article compliments and supports the changes proposed in Article 5. We recommend approval.

*(majority vote required)*

## ARTICLE 7

To see if the Town will authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcel of land located off Hatch's Way, and being part of land shown on Eastham Assessors Map 14, Parcel 106, owned now by Freeman C. Hatch IV, consisting of 54,000 square feet more or less and shown on a plan entitled "Plan of Land in Eastham, Mass. made for Freeman C. Hatch, III" dated November 1, 1973, and recorded with Barnstable County Registry of Deeds in Plan Book 282, Page 48, for purposes as set out in Section 3 of said Chapter 293 for the sum of \$360,000 and further to fund this purchase pursuant to Chapter 293 of the Acts of 1998, the Land Bank so called and to authorize the Treasurer to issue general obligation bonds or notes under Section 7, C. 44 of the General Laws and/or section 7, of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, or any other enabling authority, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L. c. 184 §§31-33 at the time of closing; and to authorize the Conservation Commission and the Board of Selectmen to apply for and accept any such grants, gifts or donations which may be available for this acquisition and to enter into all agreements and execute any and all instruments, including a Self-Help Program Grant Agreement with the Commonwealth of Massachusetts which may contain restrictions; or take any action relative thereto.

By Board of Selectmen/Land Acquisition Committee

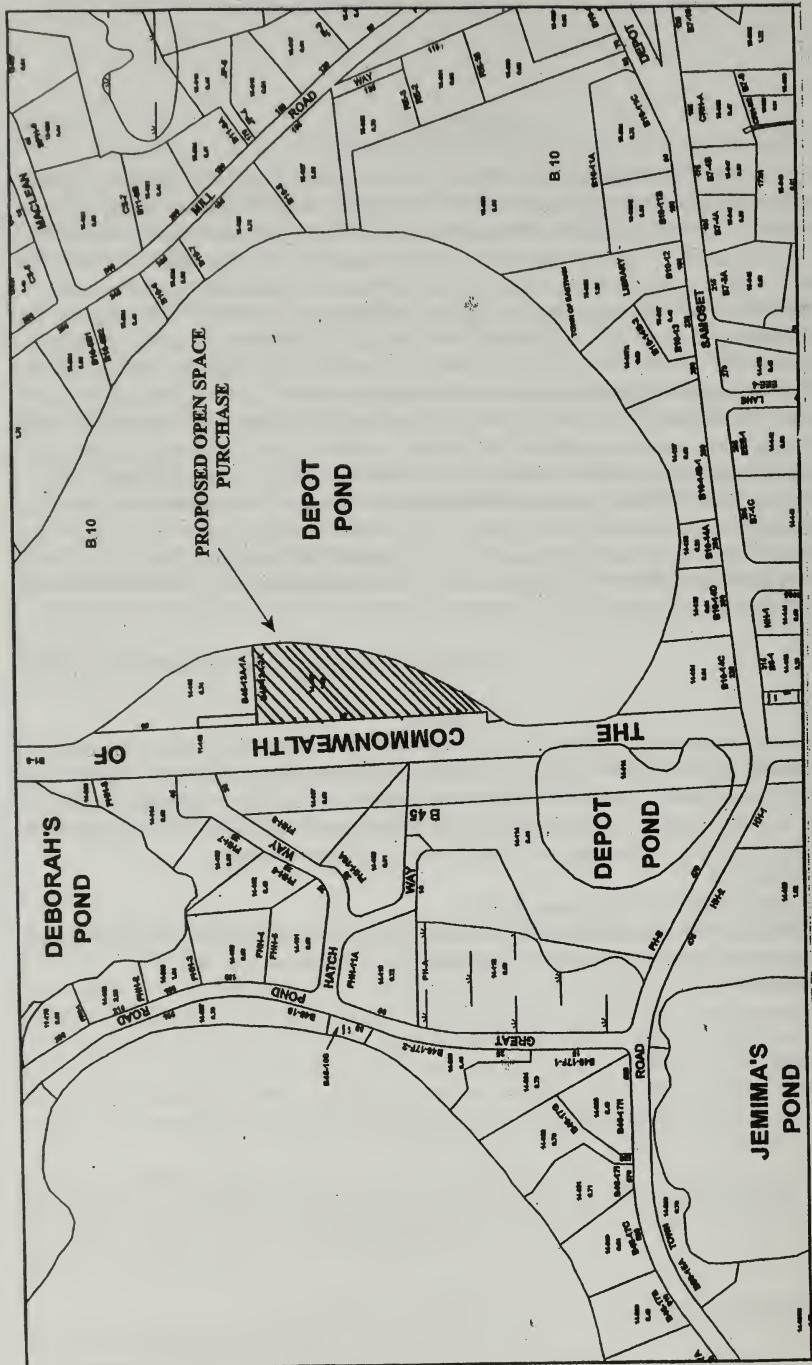
### Summary:

The acquisition of this pond shore property will provide additional protection for our pond resources and a much needed stop along the bike path. The land rises between the bike path and Depot (Long) Pond, and at the crest there is a beautiful view over the pond. It will provide a perfect spot for relaxing with a picnic lunch. This parcel meets four of the six selection criteria which have been established for Land Bank acquisition, and a large house could be built there.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 This property would be purchased with land bank funds and would have minimal impact on the tax roll. We recommend approval.

*(majority vote required)*



## ARTICLE 8

To see if the Town will vote pursuant to the provision of Section 12 of Chapter 46 of the Acts of 2003, which amended G. L. Chapter 32B, Section 2 to include Call Fire Department members in the definition of "Employees," for purposes of that statute, thereby making them eligible for coverage under the Town's health insurance policy conditional upon those individuals being responsible for 100% of the policy's premium; or take any action relative thereto.

By Board of Selectmen

**Summary:**

Chapter 32B which governs health insurance benefits was amended to permit call fire fighters to participate in the town's health insurance plan provided that they pay 100% of the cost of their participation. The Board of Selectmen will set minimum performance standards for members of the call department to ensure that these employees provide some minimum amount of service to the town.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 These employees will be responsible for 100% of the cost of this benefit, but will belong to the Town's insurance group. We recommend approval.  
*(majority vote required)*

## ARTICLE 9

To see if the Town will vote to fund an agreement between the United Steelworkers of America, Local 13507, representing the employees in the Natural Resources and Department of Public Works for the period beginning July 1, 2003, and further raise and appropriate or transfer from available funds a sum of money for the purpose of funding said contract; or take any action relative thereto.

By Board of Selectmen

**Summary:**

This article is included in the warrant in anticipation of a contract settlement with the union.

**BOARD OF SELECTMEN:** At Town Meeting

**FINANCE COMMITTEE:** At Town Meeting

*(majority vote required)*

## ARTICLE 10

To see if the town will vote to accept Chapter 114 Section 27 and establish a Board of Cemetery Commissioners to be appointed by the Board of Selectmen for three year overlapping terms, who shall under the supervision and control of the Selectmen, maintain the public cemeteries in the town

and shall with the approval of the Selectmen appoint such employees as are necessary to maintain such cemeteries; or take any action relative thereto.

By Board of Selectmen

Summary:

This article, will create a Board of Cemetery Commissioners to provide for maintenance and upkeep of the two ancient cemeteries in town, Bridge Road and Cove Road Burying Ground. Maintenance of these areas has been limited to mowing as necessary by the DPW staff. Responsibility for maintenance and upkeep of these cemeteries was not charged to any individual or committee. This committee would take on that responsibility and ensure such work is planned for, budgeted and undertaken in a timely fashion.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article will establish maintenance responsibility for the historic cemeteries. We recommend approval.

*(majority vote required)*

## ARTICLE 11

To see if the Town will vote to repeal the Eastham Personnel Bylaw established under Chapter 41, Section 108C and replace said bylaw with a Personnel Code that may be amended by the Board of Selectmen acting as the Personnel Board by majority vote and after a public hearing with notice to all covered employees, and further repeal the Town of Eastham Compensation Plan which sets salaries for employees covered by the Personnel Bylaw, and replace said bylaw with a Compensation Plan that may be amended by the Board of Selectmen acting as the Personnel Board, by majority vote after a public hearing with notice to all covered employees, and further to provide that any such amendment of the compensation plan will not take effect until or unless sufficient funds have been approved at an annual or special town meeting; or take any action relative thereto.

By Board of Selectmen (Personnel Board)

Summary:

This change would allow the Selectmen to amend the Personnel Bylaw after a public hearing and without further approval and to amend the compensation plan in the same manner. Most employees are covered by a union contract and the employees exempt from such membership are covered by the Personnel Bylaw. The Board of Selectmen, acting as the Personnel Board, set the benefits for these employees consistent with negotiated contract settlements for employees in similar positions.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article will ensure that the personnel by law employees' needs are addressed in as timely a manner as those of union employees. We recommend approval.

*(majority vote required)*

## ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of \$15,476,561, and further to transfer from the dog receipts reserved (so called) the additional sum of \$3,500 to the library; or take any action relative thereto.

By Board of Selectmen

### Summary:

Article 12 is the annual operating budget for all municipal departments, the elementary school and the regional schools. This year's budget is fully funded using expected tax revenues and local receipts. An override is not required and in fact the town will have excess levy capacity of more than \$700,000 if this budget and other expenditure articles are approved as presented. When the budget process starts, we establish the amount of money available under the levy limit, increase that by approved exempt debt, add a 2 1/2% increase in the levy, and add new growth. See the table below.

FY04 LEVY LIMIT	\$11,766,000.00
ADD 2 1/2 %	\$294,150.00
ADD EST. NEW GROWTH TAX VALUE	\$130,000.00
ADD EXEMPT DEBT	\$1,323,703.00
ADD CAPE COD COMMISSION	\$89,000.00
FY05 LEVY LIMIT	\$13,602,853.00

The \$13,602,853 could then be supplemented by use of \$1,873,708 in local receipts to create the necessary budget of \$15,476,561. In addition to the expenditures in this article, several other articles in the warrant request expenditure of funds, and the Town will need to pay the Cape Cod Commission annual assessment estimated at \$89,000 for FY05, set aside money for the overlay for abatements, and pay state charges. The town can fund Article 12, plus other article amounts and state charges using a *portion* of our levy limit *and using our local receipts and transfers from other sources*. We do not, then, anticipate levying to the limit, of \$13,602,853, but expect to levy about \$12,793,693 which will result in a tax rate increase of less than 1%, or no more than .04/1000, including the land bank surtax.

The proposed Selectmen's budget then contained in Article 12 meets the basic needs of the departments for staff and equipment. It includes salary adjustments, (steps, cost of living, and longevity) for most employees (80%). The remaining 20% are in unions which had not settled contracts at the time this budget was developed. There are articles included in this warrant in anticipation of settlement of those two groups. Some increases of note follow:

Fire Salary (34) is up \$90,000. \$68,000 is to replace the retiring Fire Captain Inspector. This position was not included in the FY04 budget in anticipation of the retirement, and in an effort to balance the budget last year. Department experience has demonstrated the need for this position. For the past three years, the Chief has been doing the work of this position, which includes all commercial inspections and the budget as proposed will fill that position. It will be a nonunion position at the deputy chief level, reporting directly to the Fire Chief. The employee at a minimum, will be fully qualified as an EMT/ Fire Fighter.

General Maintenance Expense (53) is up \$48,000 due to the inclusion of the second year payment of \$35,000 for the loader lease purchase approved last year.

Waste Collection and Disposal expense (58) is up almost \$72,000. The majority of the increase is due to study and testing of the landfill mandated by DEP. The unfortunate circumstance is that there are residences directly abutting and down gradient from our landfill. Even though the facility is capped and closed, the DEP requires ongoing monitoring both on and off the site. We estimate that the DEP program will cost \$60,000.

In the Debt Services Budget sector there is an increase of \$245,000. This increase is due to the inclusion of a projected sum to cover nine months of the interest costs for the \$8.4 million elementary school renovation voted last year as a debt exclusion.

And finally, there are significant increases in those categories which cannot be directly controlled. The Town's assessment for the employees retirement (88) is developed by the retirement system, and based on actuarial data and charged to the towns as their representative percentage of the system. There is also an ongoing assessment for our share of the unfunded pension liability established more than ten years ago. This assessment is designed to eliminate the unfunded liability by having each town contribute to the current and past liability.

The town is a member of the Cape Cod Municipal Health Group which is a self insurance group for health insurance. The increase in this budget is nearly \$89,000, or 8.6%. Being a member of such a large group helps to keep costs and consequently premiums at a reasonable level. We look at other insurance options from time to time but this remains the most cost effective. The town shares the cost of health insurance with employees. The town generally pays 65% of the cost of the chosen plan, while employees pay 35%.

Town Protection (91) incorporates all the various lines of insurance which we must carry including property and liability, professional liability, and vehicles. Insurance costs have been increasing steadily since 9/11 but we have saved money by participating in training programs sponsored by our insurance carrier. This line is up this year by \$67,000.

While the above discussion has focused on the municipal side of the budget, included in Article 12 are the funding requests of the elementary, and regional schools. Eastham Elementary (48) has

reduced \$93,000 from it budget primarily in the special needs area. Nauset Region assessment (50) is up \$175,000 and the Cape Cod Tech (51) is up \$84,000. The Finance Committee took special time with the education budgets and their discussion of the school budget is included in this warrant for your information.

Beyond the notable line increases discussed above, the budget as presented is adequate for the operations of the town and the school. The budget is up just under 6.5% and will be funded within the levy and result in an excess levy capacity greater than last year's amount of \$700,000.

#### BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: The Finance Committee voted in support of the budget as per the list, and offers the following commentary on the municipal and school budgets included in article 12.

The Operational Budget (or Article 12) funds the daily operational needs of all the town departments including schools. This includes salaries, benefits, operating costs (heat, electricity, supplies, etc.), long and short-term interest payments, assessments and other obligations. Many of the town's costs are predetermined by contractual obligations. Other costs are beyond our control (insurance, health benefits) and must be borne as part of operations. The Finance Committee has reviewed, scrutinized and discussed the Selectmen's budget at length.

With respect to the school budgets (Lines 48-51) the committee has specific comments. This year, beginning in August 2003, the Finance Committee in conjunction with the members of Finance Committees from Brewster, Orleans and Wellfleet, began to attend regional school committee meetings to better understand school budgets. The Eastham Finance Committee looks forward to continue working with the Central Office and school committees in making this an effective and communicative process. Reviewing information provided and prior year's budgets the Eastham Finance committee feels there are some trends that need to be noted. In comparison with other school districts, classroom sizes in the Nauset region are small. Enrollment continues to decrease while operating expenses have consistently increased. Based on all measures, the Nauset Regional School District provides an outstanding education. There is no questioning the academic excellence of the region, however this comes with an expense.

In breaking down the summary costs in categories, the information confirmed what most of us already know. Providing education is labor intensive. Nearly 75% of the total cost is directly related to personnel. The Joint Finance committee recognizes that most of the labor costs are determined by negotiation. Many of Eastham's Unions have recently negotiated contracts cognizant that the town is facing difficult economies. It is hoped that a similar understanding and attitude of cooperation will be carried into the Regional School District's contract negotiations next year.

*(majority vote required)*

FY05 ARTICLE 12 - SELECTMEN'S OPERATING BUDGET		APPROVED TOWN MEETING FY04	SELECTMEN'S BUDGET FY05	FINN COMM RECOMMEND
<b>GENERAL GOVERNMENT</b>				
1	SELECTMEN/T ADMINISTRATOR OFFICE SALARY	\$174,991.95	\$183,517.00	7-0
2	SELECTMEN/T ADMINISTRATOR EXPENSE	\$12,105.00	\$12,208.00	7-0
3	FINANCE COMMITTEE EXPENSE	\$130.00	\$130.00	7-0
4	RESERVE FUND	\$65,000.00	\$65,000.00	7-0
5	TOWN ACCOUNTANT OFFICE SALARY	\$105,205.20	\$109,839.00	7-0
6	TOWN ACCOUNTANT EXPENSE	\$23,450.00	\$23,650.00	7-0
7	ASSESSOR OFFICE SALARY	\$133,520.28	\$139,855.00	7-0
8	ASSESSOR EXPENSE	\$23,470.00	\$16,995.00	7-0
9	TREASURER/COLLECTOR OFFICE SALARY	\$72,713.68	\$76,765.00	7-0
10	TREASURER/COLLECTOR EXPENSE	\$8,197.00	\$8,465.00	7-0
11	CERTIFICATION OF NOTES	\$250.00	\$200.00	7-0
12	LEGAL SERVICES EXPENSE	\$65,000.00	\$65,000.00	7-0
13	DATA PROCESSING SALARY	\$55,528.20	\$58,623.00	7-0
14	DATA PROCESSING EXPENSE	\$70,600.00	\$71,211.00	7-0
15	TAX TITLE EXPENSE	\$7,500.00	\$5,000.00	7-0
16	CENTRAL PURCHASING SUPPLY & SERVICE	\$42,142.87	\$39,696.00	7-0
17	TOWN CLERK OFFICE SALARY	\$24,824.80	\$26,208.00	7-0
18	TOWN CLERK EXPENSE	\$1,780.00	\$3,330.00	7-0
19	ELECTIONS & REGISTRATION SALARY	\$20,467.60	\$20,680.00	7-0
20	ELECTIONS & REGISTRATION EXPENSE	\$6,366.40	\$7,100.00	7-0
21	CONSERVATION COMMISSION SALARY	\$17,430.40	\$17,784.00	7-0
22	CONSERVATION COMMISSION EXPENSE	\$1,640.00	\$1,640.00	7-0
23	NATURAL RESOURCES SALARY	\$212,377.55	\$215,509.00	7-0
24	NATURAL RESOURCES EXPENSE	\$30,714.00	\$30,046.00	7-0
25	PLANNING/ZONING SALARY	\$62,370.36	\$64,164.00	7-0
26	PLANNING/ZONING EXPENSE	\$2,075.00	\$1,800.00	7-0
27	MUNICIPAL BUILDINGS SALARY	\$92,515.20	\$94,238.00	7-0
28	MUNICIPAL BUILDINGS EXPENSE	\$48,811.00	\$50,620.00	7-0
29	BULK FUEL OIL EXPENSE	\$73,560.00	\$73,560.00	7-0
30	TOWN REPORT EXPENSE	\$6,500.00	\$7,687.00	7-0
31	ENGINEERING & SUPPORT SERVICES EXPENSE	\$4,000.00	\$4,000.00	7-0
				\$1,494,520.00
				\$1,495,236.49

ITEM #		APPROVED		SELECTMEN'S BUDGET		FINN COMM RECOMMEND
		TOWN MEETING FY04	FY05	TOWN MEETING FY04	FY05	
<b>PUBLIC SAFETY &amp; INSPECTIONAL SERVICES</b>						
32	POLICE SALARY	\$932,295.87		\$975,105.00		5-0
33	POLICE EXPENSE	\$101,835.00		\$131,062.00		7-0
34	FIRE SALARY	\$959,044.55		\$1,049,513.00		7-0
35	FIRE EXPENSE	\$72,083.50		\$75,643.00		7-0
36	BUILDING INSPECTION SALARY	\$73,285.52		\$74,789.00		7-0
37	BUILDING INSPECTION EXPENSE	\$5,460.00		\$4,739.00		7-0
38	GAS/PLUMBING INSPECTION EXPENSE	\$19,954.70		\$24,137.00		7-0
39	WIRE INSPECTION EXPENSE	\$23,281.44		\$24,661.00		7-0
40	CIVIL DEFENSE EXPENSE	\$100.00		\$100.00		7-0
41	TREE WARDEN EXPENSE	\$250.00		\$250.00		7-0
42	DUTCH ELM DISEASE EXPENSE	\$10.00		\$10.00		7-0
43	INSECT/PEST/POISON IVY CONTROL	\$10.00		\$10.00		7-0
44	HARBORS & LANDINGS SALARY	\$4,540.00		\$5,980.00		7-0
45	HARBORS & LANDINGS EXPENSE	\$1,817.00		\$1,467.00		7-0
46	DISPATCHING SALARY	\$171,648.60		\$192,308.00		5-0
47	DISPATCHING EXPENSE	\$7,350.00		\$7,350.00		7-0
		\$2,372,966.18		\$5,554,124.00		
<b>EDUCATIONAL SERVICES</b>						
48	ELEMENTARY SCHOOL OPERATIONS	\$2,617,055.00		\$2,523,680.00		5-0
49	NAUSET REGION CAPITAL ASSESSMENT	\$129,375.00		\$174,718.00		7-0
50	NAUSET REGION OPERATING ASSESSMENT	\$3,265,779.00		\$3,334,430.00	At town mtg	
51	CAPE COD REGIONAL TECHNICAL SCHOOL	\$254,444.00		\$338,548.00	7-0	
		\$6,246,653.00		\$6,371,376.00		
<b>PUBLIC WORKS &amp; SANITATION</b>						
52	GENERAL MAINTENANCE SALARY	\$284,461.46		\$291,686.00		5-0
53	GENERAL MAINTENANCE EXPENSE	\$87,677.00		\$136,385.00		5-0
54	SNOW & SANDING SALARY	\$24,000.00		\$24,952.00		5-0
55	SNOW & SANDING EXPENSE	\$9,400.00		\$9,400.00		5-0
56	STREET LIGHTING EXPENSE			\$5,200.00		

ITEM #	APPROVED TOWN MEETING FY04	SELECTMEN'S BUDGET FY05	FINN COMM RECOMMEND
57 WASTE COLLECTION & DISPOSAL SALARY	\$109,308.94	\$107,482.00	5-0
58 WASTE COLLECTION & DISPOSAL EXPENSE	\$352,338.00	\$424,328.00	5-0
59 PUBLIC WORKS/NATURAL RESOURCES FACILITY	\$9,808.00	\$10,099.00	5-0
	\$882,193.40	\$1,009,532.00	
<b>HEALTH &amp; HUMAN SERVICES</b>			
60 VETERANS' GRAVE OFFICER	\$75.00	\$75.00	5-0
61 OLD CEMETERIES EXPENSE	\$1.00	\$200.00	5-0
62 TOWN NURSE SERVICES	\$6,500.00	\$6,500.00	5-0
63 PUBLIC HEALTH SALARY	\$89,863.28	\$94,496.00	5-0
64 PUBLIC HEALTH EXPENSE	\$18,247.00	\$24,366.00	5-0
65 INSPECTION OF ANIMALS EXPENSE	\$100.00	\$100.00	5-0
66 COUNCIL ON AGING SALARY	\$96,867.88	\$95,783.00	5-0
67 COUNCIL ON AGING EXPENSE	\$16,221.40	\$17,538.00	5-0
68 COA ADULT DAY PROGRAM SALARY	\$99,884.20	\$97,663.00	5-0
69 COA ADULT DAY PROGRAM EXPENSE	\$4,172.00	\$5,247.00	5-0
70 VETERANS' SERVICES - EXPENSE	\$11,260.22	\$11,374.00	5-0
71 VETERANS' SERVICES - BENEFITS	\$8,200.00	\$9,000.00	5-0
72 HUMAN SERVICES AGENCIES	\$43,900.00	\$45,000.00	5-0
	\$395,291.98	\$407,342.00	
<b>CULTURE &amp; RECREATION</b>			
73 LIBRARY SALARY	\$146,060.44	\$153,260.00	5-0
74 LIBRARY EXPENSE	\$52,280.00	\$54,115.00	5-0
75 BEACH & RECREATION SALARY	\$186,605.00	\$194,754.00	5-0
76 BEACH & RECREATION EXPENSE	\$52,076.50	\$53,712.00	5-0
	\$437,021.94	\$455,841.00	

ITEM #		APPROVED TOWN MEETING FY04	SELECTMEN'S BUDGET FY05	FINN COMM RECOMMEND
<b>DEBT AND BANKING SERVICES</b>				
78 FIRE STATION		\$150,000.00	\$150,000.00	5-0
79 LANDFILL CAPPING		\$62,989.19	\$63,790.00	5-0
80 ROACH PROPERTY ACQUISITION		\$80,000.00	\$80,000.00	5-0
81 TRANSFER STATION		\$91,666.67	\$125,000.00	5-0
82 TOWN HALL RENOVATION		\$170,000.00	\$170,000.00	5-0
83 INTEREST EXPENSE (LONG/SHORT TERM)		\$289,811.00	\$499,797.00	5-0
84 SEPTIC BETTERMENT LOANS		\$10,400.36	\$10,400.00	5-0
85 PURCELL/ASCHETTINO LAND PURCHASE		\$60,000.00	\$60,000.00	5-0
86 BANK FINANCING CHARGES		\$4,356.11	\$5,435.00	5-0
		\$919,223.33	\$1,164,422.00	
<b>OTHER EXPENSES (GENERAL GOVERNMENT)</b>				
87 EMPLOYEE BENEFITS		\$9,200.00	\$9,200.00	5-0
88 BARN, COUNTY RETIREMENT ASSESSMENT		\$547,767.00	\$607,896.00	5-0
89 TOWN INSURANCE - UNEMPLOYMENT EXPENSE		\$6,000.00	\$12,000.00	4-0-1
90 TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH		\$1,026,859.68	\$1,115,678.00	5-0
91 TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)		\$207,286.00	\$274,670.00	5-0
		\$1,797,112.68	\$2,019,404.00	
<b>TOTAL</b>		<b>\$14,535,699.00</b>	<b>\$15,476,561.00</b>	

## ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$327,300** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

At each annual town meeting, Article 13 which lists the capital acquisitions for the upcoming fiscal year is included. This year all of the items have previously appeared on the five year capital plan so only a majority vote is required to make these purchases.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0

The Town of Eastham Charter requires that an item must be placed on the warrant in the 5-year capital plan to be considered at Town Meeting. The items under Article 13 (Capital Expenditures) are for FY 2005, and have been included in a prior Five Year Capital Plan article 14. While reviewing the capital needs of the town, it is obvious that under Proposition 2½ not all items could be accommodated. Article 13 contains only necessary expenditures. The funding sources for capital items are in large part from "free cash" and transfers. The Finance Committee has examined each request and recommends your approval.

*(majority vote required)*

## FY05 CAPITAL ACQUISITION ARTICLE

ITEM	DEPARTMENT	ITEM	FY05
<b>DATA PROCESSING</b>			
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$20,000.00 F
2		GIS DIGITIZATION/AERIAL PHOTOGRAPHY	\$20,000.00 F
<b><i>SUB-TOTAL</i></b>			
3	COA/ADULT DAYCARE	VAN REPLACEMENT	\$7,000.00 F
<b><i>SUB-TOTAL</i></b>			
<b>NATURAL RESOURCES</b>			
4		4X4 PICK UP TRUCK	\$8,000.00 F
5		SAND DRIFT FENCE - VARIOUS LOCATIONS	\$5,000.00 L
<b><i>SUB-TOTAL</i></b>			
<b>HARBOR/WATERWAYS IMP.</b>			
6		UPGRADE AND GENERAL IMPROVEMENTS/NAVIGATION AIDS	\$20,000.00 EX
<b><i>SUB TOTAL</i></b>			
<b>MUNICIPAL BUILDINGS IMPROVEMENTS</b>			
7		PROJECT CONTINGENCY:MAJOR REPAIRS ,PAINTING ETC	\$6,000.00 F
<b><i>SUB-TOTAL</i></b>			
<b>POLICE</b>			
8		REPLACE REAR DOOR	\$3,000.00 F
9		CARPETING (REPLACEMENT)	\$10,800.00 F
<b><i>SUB-TOTAL</i></b>			
<b>BEACHES/RECREATION</b>			
10		ADA BEACH CHAIR	\$2,500.00 F
11		SWIMMING DOCK REPLACEMENT	\$25,000.00 F
12		4X2 EXTENDED CAB	\$8,000.00 F
<b><i>SUB-TOTAL</i></b>			
<b>DPW</b>			
13		SANDER	\$15,000.00 F
14		NEW TRASH TRAILER (ADD)	\$40,000.00 F
15		ORDINARY ROAD M & R (NOT CHAP 90)	\$35,000.00 T
16		MODIFY, SANDBLAST/PAINT TRAILER & HOPPER	\$10,000.00 F
<b><i>SUB-TOTAL</i></b>			
<b>POLICE</b>			
17		LAP TOP COMPUTER IN CAR REPLACEMENT	\$11,000.00 F
<b><i>SUB-TOTAL</i></b>			
<b>FIRE (EQUIP)</b>			
18		UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)	\$3,000.00 A
19		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM	\$5,000.00 A
20		SPECIALITY GEAR, TURNOUT SUITS, SURVIVAL SUITS	\$3,000.00 A
21		FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPL.	\$5,000.00 A
<b><i>SUB-TOTAL</i></b>			
22	AFFORDABLE HOUSING FUND		\$65,000.00 F
<b>TOTAL</b>			
<b>TOTAL CAPITAL FUNDS NEEDED BY SOURCE - KEY</b>			
F = FREE CASH			
A = AMBULANCE RECPTS			
EX = BOAT EXCISE			
T=TAX LEVY			
L=LAND ACQUISITION FUND			
<b>TOTAL</b>			

## ARTICLE 14

To see if the Town will in accordance with Section 6-5 of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY06-FY10 as printed below; or take any action relative thereto.

By Board of Selectmen

### Summary

The five year capital plan is a listing of items and programs that have been identified by various town departments, committees, elected officials and the town administrator. Each item in the plan is identified by department if applicable, year funding is requested, and estimated cost. The plan schedules and arranges acquisitions so that each years' list requires less than \$600,000 in free cash and tax levy expenditures of less than \$150,000 to fund the purchases. The plan is reviewed in its entirety each year and cost estimates may be revised, items may be moved from one year to another, or an item may be eliminated altogether, and finally, a new year is added to the end of the plan. One revision worth noting in this plan is the change in the cost estimate for the library expansion, from one million to four million dollars.

This plan adds the new year, FY10. The whole plan contains most of the items that were shown on the plan from FY04-FY09, voted last year. Many of the items shown in the FY04 year, have been moved forward for acquisition this year and are included in Article 13 above. If an item was not needed this year, it will be shown on this plan for acquisition in a future year. The capital planning process which results in this annual article, provides an opportunity for the town to schedule expenditures for equipment, supplies, and programs which recognize good management practices for productivity and good fiscal management. Some items may have been moved to different years from last year's five-year plan.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 6-0-1 approval of 5 year capital plan.

*(majority vote required)*

**TOWN OF EASTHAM**  
**FIVE YEAR CAPITAL PLAN FY06 - FY10**

ITEM	DEPARTMENT	ITEM	FY06	FY07	FY08	FY09	FY10
1	DATA PROCESSING	COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$50,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F
2		GIS DIGITALIZATION/AERIAL PHOTOGRAPHY			\$50,000.00 F		\$50,000.00 F
		<b>SUB-TOTAL</b>	<b>\$80,000.00</b>		<b>\$20,000.00</b>		<b>\$20,000.00</b>
3	CO/ADULT DAYCARE	VAN REPLACEMENT	\$7,000.00 F	\$7,000.00 F			
		<b>SUB-TOTAL</b>	<b>\$7,000.00</b>		<b>\$7,000.00</b>		<b>\$0.00</b>
4	ASSESSING	INSPECTION VEHICLE			\$12,000.00 F		
5		TYPEWRITER				\$10,000.00 F	
6		COPIER				\$13,000.00 F	
7		REPLACE DIGITAL CAMERA				\$10,000.00 F	
8		REPLACE SCANNER				\$10,000.00 F	
		<b>SUB-TOTAL</b>			<b>\$12,000.00</b>		<b>\$10,000.00</b>
9	NATURAL RESOURCES						
10		4X4X2 PICK UP TRUCK				\$35,000.00 F	
11		SAND DRIFT FENCE - VARIOUS LOCATIONS					\$15,000.00 L
12		HEMENWAY HATCHERY/GROWOUT GREENHOUSE				\$6,000.00 F	
13		BOAT MOTOR 30HP				\$12,000.00 F	
14		BOAT MOTOR 50 HP				\$8,000.00 F	
		MOWER DECK FOR TRACTOR (KUBOTA)				\$8,000.00 L	
		<b>SUB-TOTAL</b>			<b>\$85,000.00</b>		<b>\$55,000.00</b>
15	HARBOR IMP.	UPGRADE AND GENERAL IMPROVEMENTS					
16		DREDGE ROCK HARBOR					
		<b>SUB-TOTAL</b>			<b>\$28,000.00</b>		<b>\$0.00</b>
17	MUNICIPAL BUILDINGS EQUIPMENT						
18		VACUUM/CARPET CLEANERS/LADDERS					
19		SNOWBLOWER REPLACEMENT				\$2,000.00 F	
20		VAN REPLACEMENT				\$28,000.00 F	
		COPERS (TOWN HALL, DPW - 5)				\$5,000.00 F	
		<b>SUB-TOTAL</b>			<b>\$1,500.00</b>		<b>\$34,000.00</b>

ITEM	DEPARTMENT	ITEM	FY06	FY07	FY08	FY09
	MUNICIPAL BUILDINGS IMPROVEMENTS					FY10
21	EXPAND DEW BLDG	PROJECT CONTINGENCY MAJOR REPAIRS ETC	\$2,000.00 F	\$70,000.00 F	\$10,000.00 F	
22	IRRIGATE (3) BLDGS (TH, FIRE, POLICE)		\$2,000.00	\$30,000.00 F	\$0.00	\$0.00
	<b>\$138,707.61</b>					
23	TH	MECHANICAL SYSTEMS OVERHAUL				
24		REPLACE VAULT ROOFS	\$2,000.00 F	\$3,200.00 F		
25		REPLACE VAULT FAC UNITS		\$22,000.00 F		
26		REPLACE CIRCULATOR PUMPS		\$11,500.00 F		
27		REPLACE HOT WATER TANK		\$1,800.00 F		
28		WATER TREATMENT SYSTEM		\$6,800.00 F		
29		ANNEX/CREATION BLDG		\$4,500.00 F		
		CEILING TILES & INSULATE				
	<b>Sub-Total:</b>		\$0.00	\$28,700.00	\$16,300.00	\$0.00
30	COA	AIR CONDITIONING/OVERHAUL				
31		SHINGLE EXTERIOR/DOOR/ROOF/REAR SIDEWALL	\$6,500.00 F	\$20,000.00 F		
32		RESURFACE DRIVEWAY		\$15,000.00 F		
33		REPLACE HANDICAP RAMP			\$1,800.00 F	
34		REPLACE CARPET				\$11,000.00 F
35		INSTALL AUTOMATIC DOOR SYSTEMS		\$25,000.00 F		
	<b>Sub-Total:</b>		\$6,500.00 F	\$90,000.00	\$20,000.00	\$32,800.00
36	DPW/IR	COPIER REPLACEMENT				
37		AUTOMATIC GARAGE DOORS		\$6,000.00 F		
38		HEATING SYSTEM OVERHAUL/REPLACE	\$6,500.00 F			
39		REPLACE CIRCULATOR PUMPS		\$1,600.00 F		
40		REPLACE CARPET ALL AREAS		\$6,500.00 F		
41		REPLACE HOT WATER TANK & FILTER/WATER		\$4,500.00 F		
42		REPLACE ROOF SHINGLE N.R. SIDE OF BLDG		\$4,000.00 F		
43		REPLACE/UPGRADE COMMUNICATIONS SYST/RADOS		\$15,000.00 F		
	<b>Sub-Total:</b>		\$6,500.00	\$16,100.00	\$93,200.00	\$38,000.00
44		INFO/MWU GEN BLDG MAIN & REPAIR				\$10,000.00 F
		WINDMILL INFRONT CEMETARIES & R&M	\$5,000.00 F			
45	POLICE	REPLACE OVERHAUL AIR COND/ CIRCULATOR PUMPS		\$2,000.00 F		
46		REPLACE DIESEL GENERATOR W/GAS				\$30,000.00 F
47		REPLACE ALL CARPET UPSTAIRS				\$10,800.00 F
48		REPLACE ALL CARPET DOWNSTAIRS				\$31,000.00 F
49		REPLACE HOT WATER TANK				\$4,500.00 F
50		REPLACE REAR DOOR				\$27,000.00 F
51		REPLACE SHINGLES, ROOF & SIDEWALL				\$12,000.00 F
52		REPLACE 4 AIR CONDITIONING UNITS				\$52,100.00
	<b>Sub-Total:</b>					\$36,800.00

ITEM	DEPARTMENT	ITEM	FY07	FY06	FY05	FY04	FY03	FY02	FY01	FY00	FY99	FY98	FY97	FY96	FY95	FY94	FY93	FY92	FY91
53	LIBRARY	HEATING SYSTEM OVERHAUL				\$2,000.00 F													
54		RENOVATION EXPANSION				\$4,000,000.00 D													
55		CHILDREN'S ROOM OUTSIDE DOOR REPLACEMENT				\$100,000.00 F													
56		OUTSIDE LIGHTING UPDATES																	
57		AIR CONDITIONING UPGRADE																	
<b>Sub-Total:</b>																			
58	SCHOOL	REINSULATE PORTIONS ATTIC																	
59		SHINGLING, SIDEWALLS, PORTIONS																	
60		ENERGY WINDBREAK																	
61		REPLACE PLAYGROUND EQUIP																	
62		REPLACE WINDOWS																	
63		PARKING LOT REPAIR / EXPANSION																	
64		SECURITY SYSTEM DOORS																	
65		EXTERIOR PAINTING																	
66		REPLACE GUTTERS																	
67		REPLACE THREE DOORS																	
68		CAFETERIA: TILE FLOOR																	
69		UPGRADE 56 BATTERIES																	
70		REPLACE CR. UNVENT'S (7)																	
71		VACUUM DUCTWORK																	
72		INTERIOR PAINTING (ROTATING GLASS/BL. CORR)																	
73		GYM FLOOR REFINISHING																	
74		REPLACE COMPRESSOR/AIR DRYER																	
75		CARPET UNDERLAYMENT REPL.																	
76		AIR CONDITION 5 ROOMS																	
77		EXPAND/REFURISH ELEMENTARY SCHOOL																	
78		GENERATOR																	
<b>Sub-Total:</b>																			
79	BEACHES/RECREATION	\$35,000.00																	
80		UPGRADE ADA BATH HOUSES																	
81		PARKING LOT REPAIRS (VARIOUS LOCATIONS)																	
82		ADA BEACH CHAIR																	
83		4 X 2 TRUCK																	
84		BACKSTOP REPLACEMENT/FENCING																	
85		BEACH/GATE SHACKS																	
86		WALKWAYS/SUPINE MAINTENANCE FENCING																	
87		4 X 2 Extended Cab Truck																	
88		SALES COMPUTERS/HARDWARE/ SOFTWARE																	
89		REPLACE STAIRS @ BAY ROAD (STONE)																	
90		REPLACE IRRIGATION FIELD OF DREAMS																	
<b>Sub-Total:</b>																			
91	DPW	\$333,500.00																	
92		\$72,000.00 F																	
93		\$38,000.00 F																	
94		\$45,000.00 F																	
95		\$50,000.00 T																	
96		\$18,000.00 C																	

ITEM	DEPARTMENT	ITEM	ITEM	FY06	FY07	FY08	FY09	FY10
97		MODEFY, SANDBLAST/PAINT TRAILER & HOPPER		\$10,000.00 F				
98		NEW TRASH SWEEPER		\$100,000.00 D		\$40,000.00 F		\$50,000.00 F
99		TRACTOR TRAILER HORSE		\$4,500.00 F		\$100,000.00 D		\$4,500.00 F
100		SNOW PLOW REPLACEMENT FOR 1 TON TRUCK		\$4,500.00 F		\$4,500.00 F		\$4,500.00 F
101		TANDEM AXLE LAWN TRAILER		\$2,200.00 F				
102		TRANSFER STATION FENCE REPLACEMENT		\$7,500.00 F				
103		LAWN TRACTOR/BAGGER (REPLACE '98)		\$8,000.00 F				
104		REPLACE/ADD RECYCLING COMPACTOR		\$20,000.00 F				
105		SANDER RACKS		\$20,000.00 F				
106		TRASH COMPACTOR REPLACEMENT		\$80,000.00 F				
107		LOADER REPLACEMENT (544)		\$15,000.00 F		\$35,000.00 F		
108		ROADSIDE MOWER REPLACEMENT (5400)						
109		963 TRACK CRAWLER REPLACEMENT						
110		LOADER REPLACEMENT (444)						
111								
<b>Sub-Total:</b>				<b>\$101,500.00</b>		<b>\$117,500.00</b>		<b>\$494,500.00</b>
<b>POLICE</b>								
112		UNMARKED ADMINISTRATIVE VEHICLE		\$8,000.00 F		\$8,000.00 T		\$8,000.00 T
113		CRUISER		\$29,500.00 T		\$30,500.00 T		\$31,500.00 T
114		CRUISER		\$29,500.00 T		\$30,500.00 T		\$31,500.00 T
115		ANIMAL CONTROL VAN (REPLACE 1997)		\$23,429.00 F				
116		4 X VEHICLE (REPLACE 2001)						
117		PORTABLE RADIOS (2)		\$4,708.00 F		\$31,519.00 F		\$6,000.00 F
118		LAPTOP COMPUTER IN CAR REPLACEMENT						
119		COPIER REPLACEMENT		\$6,000.00 F		\$2,000.00 F		
120		IN CAR COMPUTER REPLACEMENT						
121		VIDEO CAMS		\$1,200.00 F				
<b>Sub-Total:</b>				<b>\$78,505.00</b>		<b>\$106,429.00</b>		<b>\$76,600.00</b>
<b>FIRE (EQUIP)</b>								
122		REPLACE AMBULANCE (CHG BUY TWO SAME TIME)		\$270,000.00 A				
123		REPLACE 1986 ENGINE (CONSIDER LEASE PURCHASE)		\$80,000.00 A		\$67,000.00 A		\$67,000.00 A
124		ENGINE REPLACEMENT (1992) #155PUMPER						
125		SQAD 1 REPLACEMENT						
126		INSPECTION VEHICLE						
127		REPLACE COPER						
128		UPGRADE AIR PACKS - 4.5L						
129		TERMINAL IMAGER						
130		UPGRADE AND RELOCATE TURNOUT GEAR (AS NEEDED)						
131		HYDRANT STANDPIPE SY'S ON SITE WELL/SBURIED TANKS						
132		REPLACE GAS METER						
133		COMPUTER SOFTWARE ENHANCEMENTS						
134		COMPUTER HARDWARE ENHANCEMENTS/ADDITIONS						
135		FIRE SUPPRESSION (UPGRADE/REPLACEMENT) FOAM						
136		RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT						
137		CARDIAC MONITORS (2)						
138		JAWS						
139		AIR BAGS (LIFTING CARS)						
140		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS						
<b>Sub-Total:</b>				<b>\$1,000.00 A</b>		<b>\$4,000.00 A</b>		<b>\$4,000.00 A</b>

ITEM	DEPARTMENT	ITEM	FY06	FY07	FY08	FY09	FY10
141		RADIO REPLACEMENT/UPGRADES	\$6,000.00		\$6,000.00		
142		FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPL.			\$7,000.00 A		
143		PORTABLE GENERATOR (REPLACEMENT)			\$2,500.00 A		
144		PORTABLE WATER TANK			\$3,000.00 A		
<i><b>SUB-TOTAL:</b></i>			<b>\$411,000.00</b>		<b>\$149,500.00</b>	<b>\$151,000.00</b>	<b>\$164,500.00</b>
145	RESOURCE LAND MANAGEMENT PLANS -				\$35,000.00 F		
146	LONG RANGE PLAN IMPLEMENTATION ASSISTANCE		\$40,000.00 F				\$40,000.00 F
147	LAND ACQUISITION (OPEN SPACE, RECREATION, MAINTENANCE)		\$75,000.00 F		\$75,000.00 F		\$75,000.00 F
148	LAND ACQUISITION (HOUSING/AFFORDABLE HOUSING PURCHASES)		\$75,000.00 F		\$75,000.00 F		\$75,000.00 F
149	LIMITED MUNICIPAL WATER SYSTEM		\$170,000.00 D		\$170,000.00 D		\$170,000.00 D
150	TOWN OWNED COMMUNITY CENTER/POOL		\$2,000,000.00 D				\$170,000.00 D
<b>TOTAL</b>			<b>\$1,388,408.00</b>		<b>\$7,017,029.00</b>	<b>\$1,206,619.00</b>	<b>\$1,368,600.00</b>
<b>TOTAL CAPITAL FUNDS NEEDED BY SOURCE</b>							
FUNDING SOURCE KEY							
F = FREE CASH							
C = COA/FRIENDS							
A = AMBULANCE RECEIPTS							
EX = BOAT EXCISE							
T = TAX LEVY							
D = CAPITAL DEBT EXCLUSION							
L=LAND ACQUISITION FUND							
G = GRANT/OTHER							
<b>TOTAL</b>			<b>\$1,388,408.00</b>		<b>\$7,017,029.00</b>	<b>\$1,206,619.00</b>	<b>\$1,368,600.00</b>
<b><i>2</i></b>							

## ARTICLE 15

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for the purpose of meeting the remaining expenses for Fiscal Year 2004; or take any action relative thereto.

By Board of Selectmen

### Summary

This is an annual article which is included in the Eastham warrant to make additions to current fiscal year budgets if necessary. The final list of necessary transfers will not be ready until town meeting what is known at this time is the need to transfer a sum of money to cover one additional payday for all staff. The town pays bi-weekly or 26 times per fiscal year. Once in every ten years, there are 27 bi weekly pay periods in a fiscal year. In FY04 there are 27 pay periods. Going forward, the town will budget for the number of days in a fiscal year eliminating the need to fund a full additional payroll every ten years. Transfers will also be needed to cover a shortfall in the retirement and the property insurance accounts due to an adjustment to the assessment that was received after the budget was set, and finally a transfer will be needed to cover a shortfall in the fire salary account due to delays in the retirement of an injured employee that caused the town to continue to pay salary.

BOARD OF SELECTMEN: At Town Meeting

FINANCE COMMITTEE: At Town Meeting

*(majority vote required)*

## ARTICLE 16

To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$1,286 for the purpose of paying prior year unpaid bills; or take any action relative thereto.

By Board of Selectmen

### Summary:

This article is necessary to pay four Sanitation Department bills for recycling totaling \$687.50. The department did not receive these bills in the fiscal year due. There is also one bill from the police department for \$599 for ammunition which was not received until several months after it was ordered.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article is only necessary when bills from a previous fiscal year are unpaid by year end. This is a rare occurrence and we recommend approval.  
*(4/5ths vote is required)*

## **ARTICLE 17**

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries; or take any action relative thereto.

Moderator	150.00
Town Clerk	46,227.00
Treasurer/Tax Collector	53,733.00
Selectmen (5)	
\$1,500 each	7,500.00
<b>Total</b>	<b>\$107,610.00</b>

By Elected Officials

### Summary

This article appears each year to set the salaries of the elected officials. The Town Clerk's and Treasurer/Tax Collector's requested increase is 2% which is consistent with COLA adjustment granted other employees in similar positions. All other elected official salaries are unchanged.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 6-0 Article is standard and straightforward, and we recommend approval

*(majority vote required)*

## **ARTICLE 18**

To see if the Town will authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcel of land located off Clarks' Point Road, and being part of land shown on Eastham Assessors Map 14 Parcel 85M owned now or formerly by Robert Mumford and Sarah Mumford, consisting of 1.39 acres more or less and shown as lots 6B and 6C on a plan entitled Plan of Land Clark's Point Realty Trust, Book 481, page 41, for purposes as set out in Section 3 of said Chapter 293 for the sum of \$140,000 plus the sum of \$1725 which shall be used to assist in the cost of preparing a plan, and further to fund this purchase pursuant to Chapter 293 of the Acts of 1998, the Land Bank so called and to authorize the Treasurer to issue general obligation bonds or notes under Section 7, C. 44 of the General Laws and/or section 7, of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L. c. 184 §§31-33 at the time of closing; and to authorize the Conservation Commission and the Board of Selectmen to apply for and accept any such grants, gifts or donations which may be available for this acquisition and to enter into all agreements and execute any and all instruments, including a Self-Help Program Grant Agreement

with the Commonwealth of Massachusetts which may contain restrictions and covenants, and to take any and all actions necessary to carry out the purpose of this article; or take any action relative thereto.

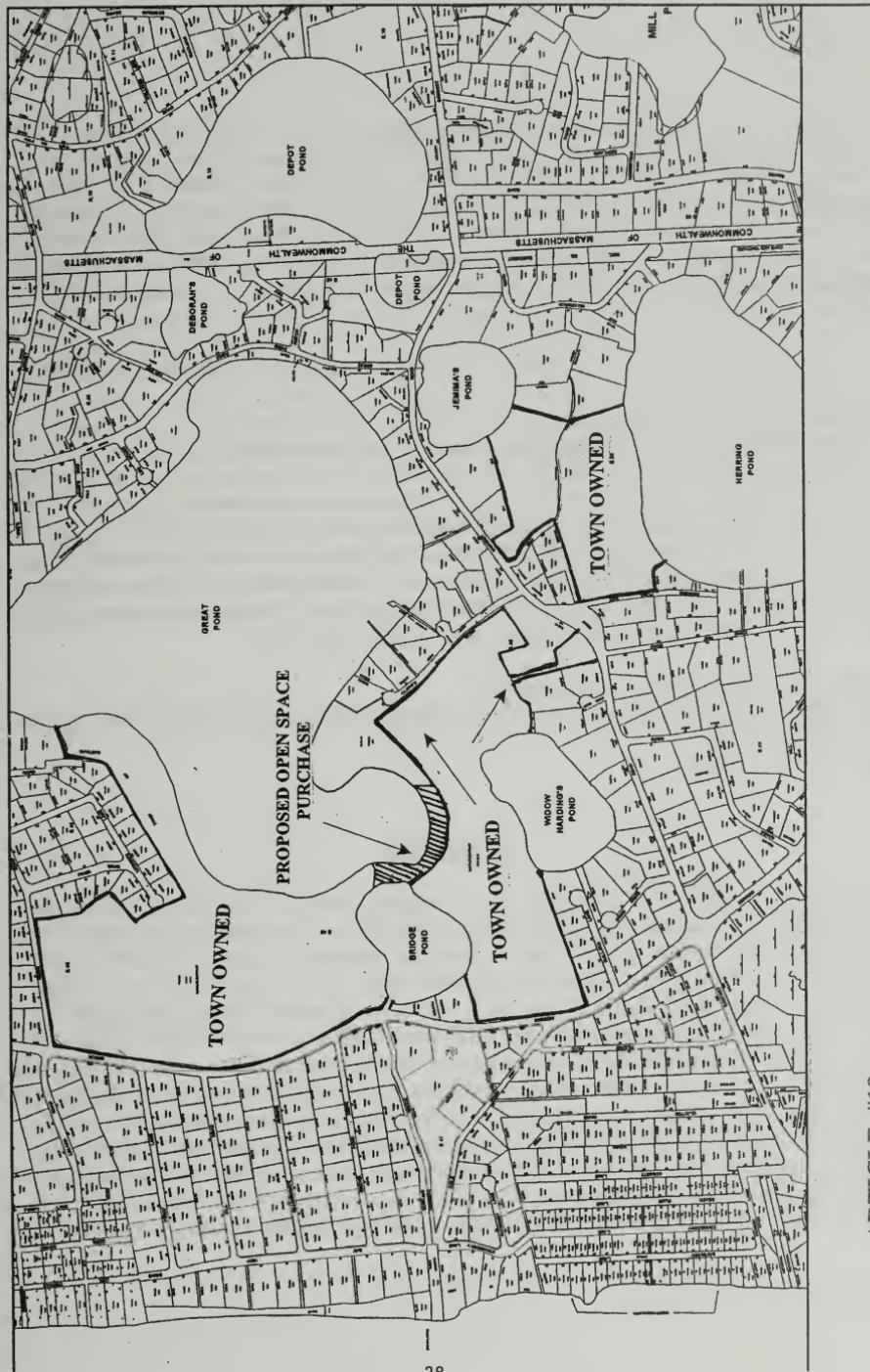
By Board of Selectmen/Land Acquisition Committee

**Summary:**

This purchase provides the final, most critical link in our Glacial Ponds system. It is surrounded on three sides (1,000 feet) by water -- an isthmus that extends into both Great and Bridge ponds, connects Wiley Park with the Nickerson Conservation (Cottontail Acres) Area. This will create a continuous trail of 1.9 miles through approximately 88 acres and along the shores of five kettle ponds. Although the property is not suitable for building a new residence, it is mostly upland habitat with ample space to create good walking paths.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 This property would be purchased with land bank funds and would have minimal impact on the tax roll. We recommend approval  
*(majority vote required)*



## ARTICLE 19

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$125,000 to operate an ocean beach and attendant parking lot that will be developed on land owned by the town and located on the east side of Oceanview Drive and further that this appropriation shall not take effect until after a positive vote at an annual town election on May 18, 2004, to exempt said sum from the provisions of G.L. Chapter 59, (proposition 2 1/2 so-called); or take any action relative thereto.

By Board of Selectmen

Summary:

The Ocean Beach Committee is continuing efforts to permit and construct an ocean beach on town owned land as above. The committee, through fund raising, plans to completely construct, and equip the beach and turn it over to the town to operate. The town expects the annual operating budget to be approximately, \$125,000. This amount is expected to be raised by an override for the first year of operation. The beach will generate some revenue through the sale of beach stickers to Eastham taxpayers, and visitors as is currently done. The revenue generated from the sale of such stickers will be added to the general fund as is done with other beach revenues, reducing reliance on the override as a funding source. There will be no daily stickers sold for this beach.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommend 3-3-1 Dissenting votes are due to the fact that this project is not revenue neutral.

*(majority vote required)*

## ARTICLE 20

To see if the town will vote to transfer the care, custody and control of land described in this article from the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to the New Boston Development Corporation, or other such corporate entity as may qualify, for consideration of \$250,000, no more than 14 acres of land being part of the 63 acres of land known as the Roach Property, located off North Sunken Meadow Road, North Eastham described in the deed to the Town dated July 15, 1996, filed with the Barnstable Registry of Land Court as Document No. 672011, noted on Certificate of Title No. 141491, which conveyance shall be subject to restrictions that the land shall be used for the purpose of development of no more than 18 residential housing units of which no less than 50% shall be affordable in perpetuity and shall be marketed and sold to eligible buyers whose annual income may not exceed 80% of area median income, adjusted for household size as determined by the Department of Housing and Communities Development and to the extent permitted by law, 100% of the affordable units shall be made available to Eastham residents as may be defined

by the Board of Selectmen who qualify under income guidelines for moderate income, and otherwise on such terms and conditions as the Selectmen shall determine; or take any action relative thereto.

By Board of Selectmen/Housing Task Force

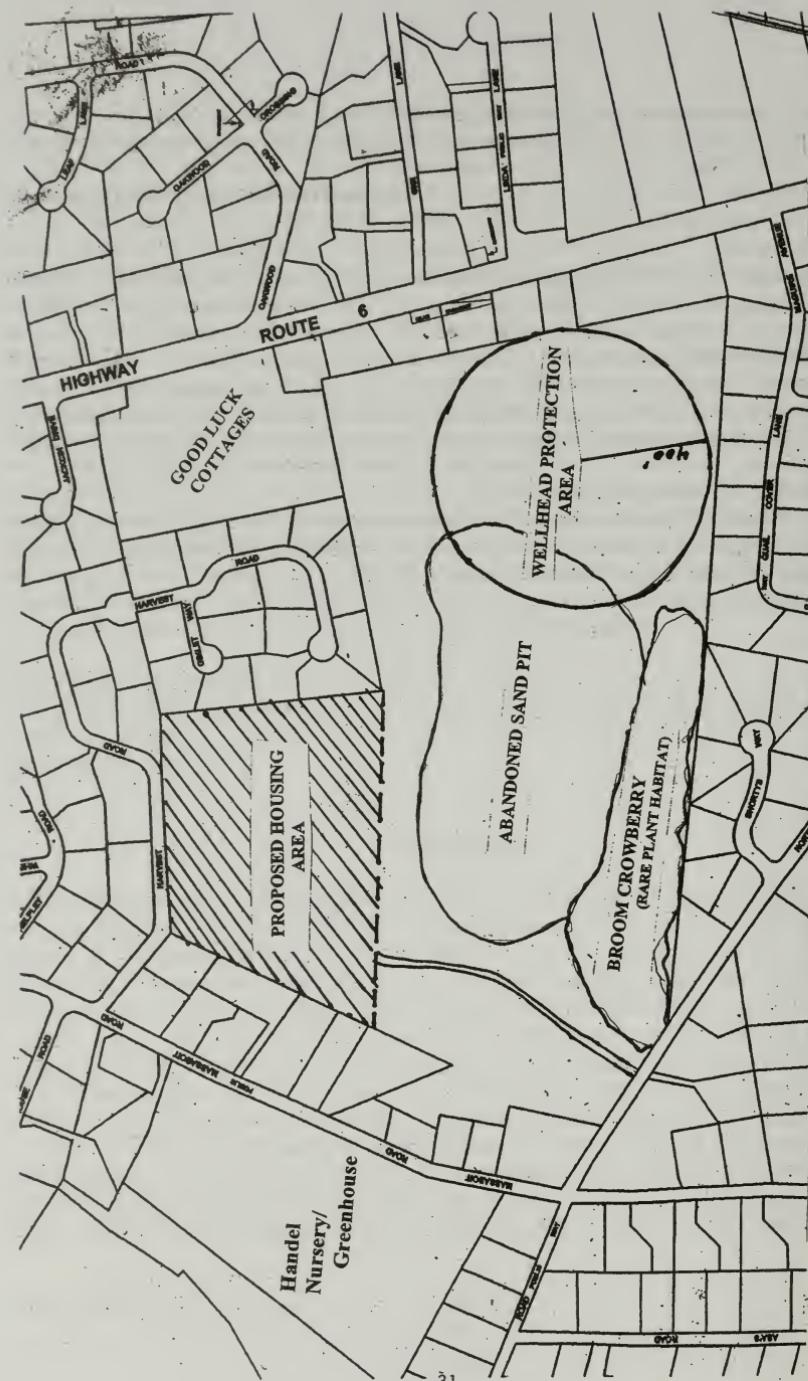
**Summary:**

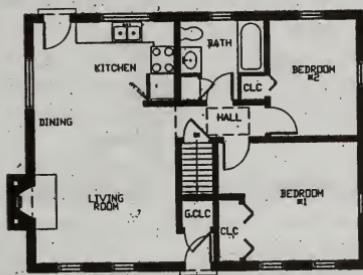
The Housing Task Force and the Board of Selectmen sought and received proposals to develop affordable housing on a portion of the Roach property. The chosen developer will develop the housing units, two, three and four bedroom size and will choose by lottery buyers for the affordable priced homes which shall be constructed and finished as to be indistinguishable from other homes in the development. The proposed area of development is sited such that the remainder of the property can be used for the other identified needs: municipal water supply (wellhead protection), passive use open space, open space protecting threatened vegetation and species habitats, and passive recreation.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 The development of 18 homes, 25% of which would be affordable, would help the town meet the state's 10% affordable housing requirement. The new homeowners would pay taxes and add to the town's tax rolls.

*(majority vote required)*





FIRST FLOOR PLAN

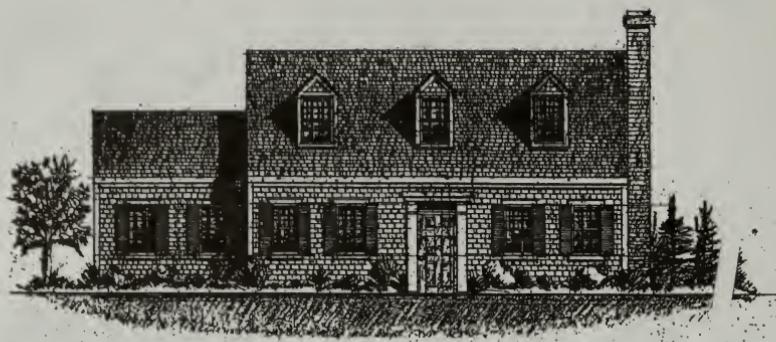
GRAPHIC SCALE



Associates Inc

**TYPICAL TWO BEDROOM HOUSE**

22

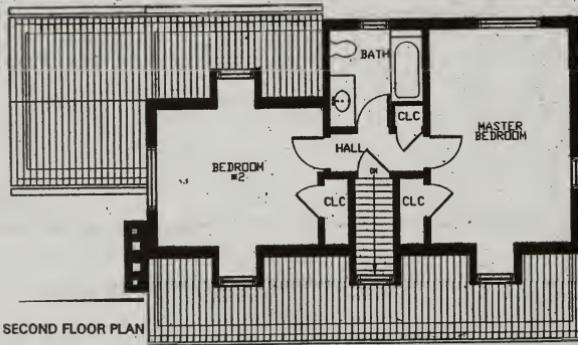
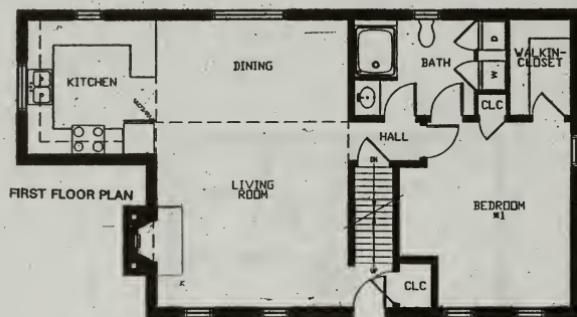


FRONT ELEVATION  
IMPERIALS

12'-0" x 36'-0"

HARVEST CRESCENT  
3 BEDROOM CAPE HOUSE

Through Alexander + Associates Inc.  
RENOVATION '81, 1987



TYPICAL THREE BEDROOM HOUSE

## ARTICLE 21

To see if the town will vote to transfer the care, custody and control of land described in this article from the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to such corporate entity as may qualify, the land shown on Assessors Map 8, Parcel 147 and 147A and recorded at the Barnstable County Registry of deeds in Book 14627, Page 107, and Book 182, page 145, consisting of 11.4 acres, located at 4300 State Highway, which conveyance shall be subject to restrictions that the land shall be used for the purpose of developing residential housing units of which no less than 25% shall be affordable in perpetuity and shall be marketed and sold to eligible first time home buyers whose annual income may not exceed 80% of area median income, adjusted for household size as determined by the Department of Housing and Urban Development and to the extent permitted by law, 100% of the affordable units shall be made available to Eastham residents on such terms and conditions as the Selectmen shall determine who qualify under income guidelines for moderate income, and otherwise on such terms and conditions as the Selectmen shall determine; or take any action relative thereto.

By Board of Selectmen/Housing Task Force

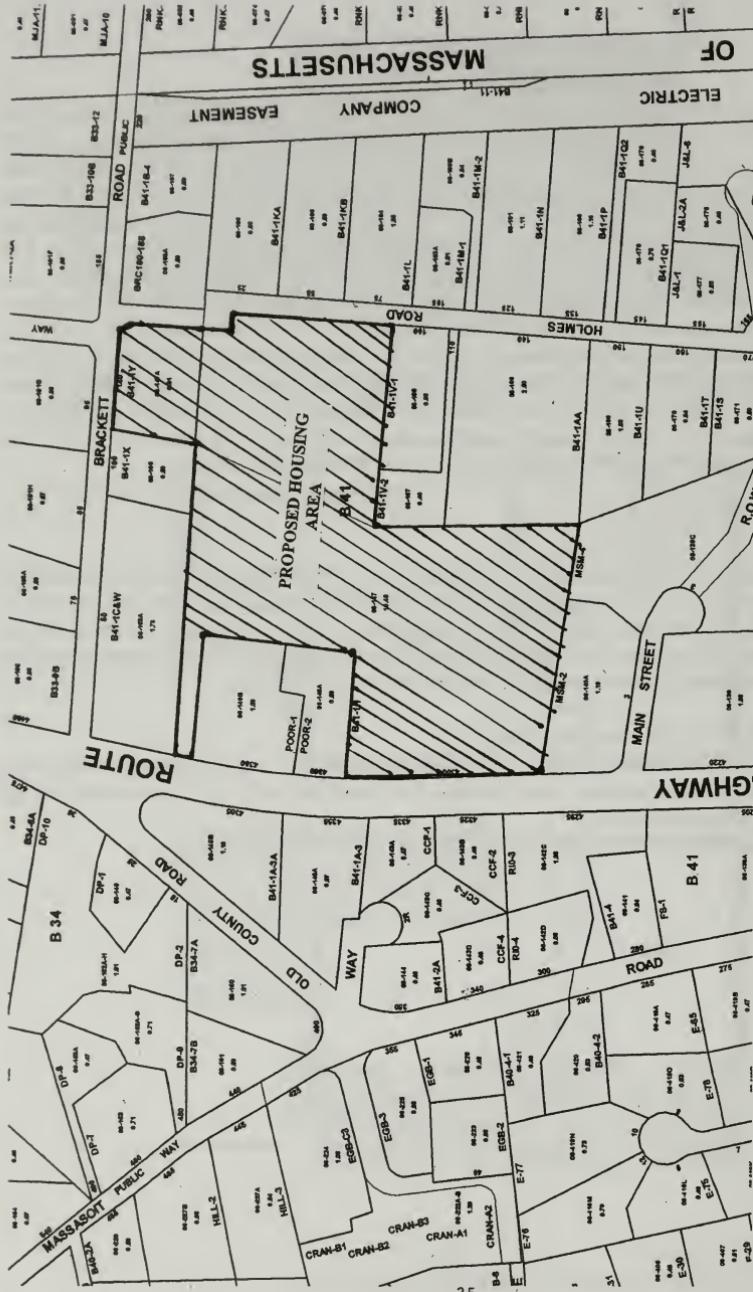
### Summary:

The Housing Task Force and the Board of Selectmen will seek proposals to develop affordable housing on this property. The housing may include affordable family and elderly units as well as market rate units. The chosen developer will develop the housing units, two, three and four bedroom size and will choose by lottery buyers for the affordable priced homes which shall be constructed and finished as to be indistinguishable from others homes in the development.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 The development of this property as affordable housing for families and/or seniors would help the town meet the state's 10% affordable housing requirement and add to the tax roll.

*(majority vote required.)*



ARTICLE #21  
PURCELL - DISPOSAL OF LAND FOR AFFORDABLE HOUSING

## **ARTICLE 22**

To see if the Town will authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcel of land located on Bridge Road and Linnhaven Road, and being part of land shown on Eastham Assessors Maps, 20, Parcels 72, 77, 78, 79, 80, and a portion of Map 19, Parcel 90 owned by David L. White and Eugenia M. White, consisting of 8.31 acres more or less and shown on a plan entitled "Plan of Land in Eastham Mass for Byron Williams", dated October, 1968, for purposes as set out in Section 3 of said Chapter 293 for the sum of \$604,700 and further to fund this purchase pursuant to Chapter 293 of the Acts of 1998, the Land Bank so called and to authorize the Treasurer to issue general obligation bonds or notes under Section 7, C. 44 of the General Laws and/or section 7, of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, or any other enabling authority, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L. c. 184 §§31-33 at the time of closing; and to authorize the Conservation Commission and the Board of Selectmen to apply for and accept any such grants, gifts or donations which may be available for this acquisition and to enter into all agreements and execute any and all instruments, including a Self-Help Program Grant Agreement with the Commonwealth of Massachusetts which may contain restrictions; or take any action relative thereto.

By Board of Selectmen/Land Acquisition Committee

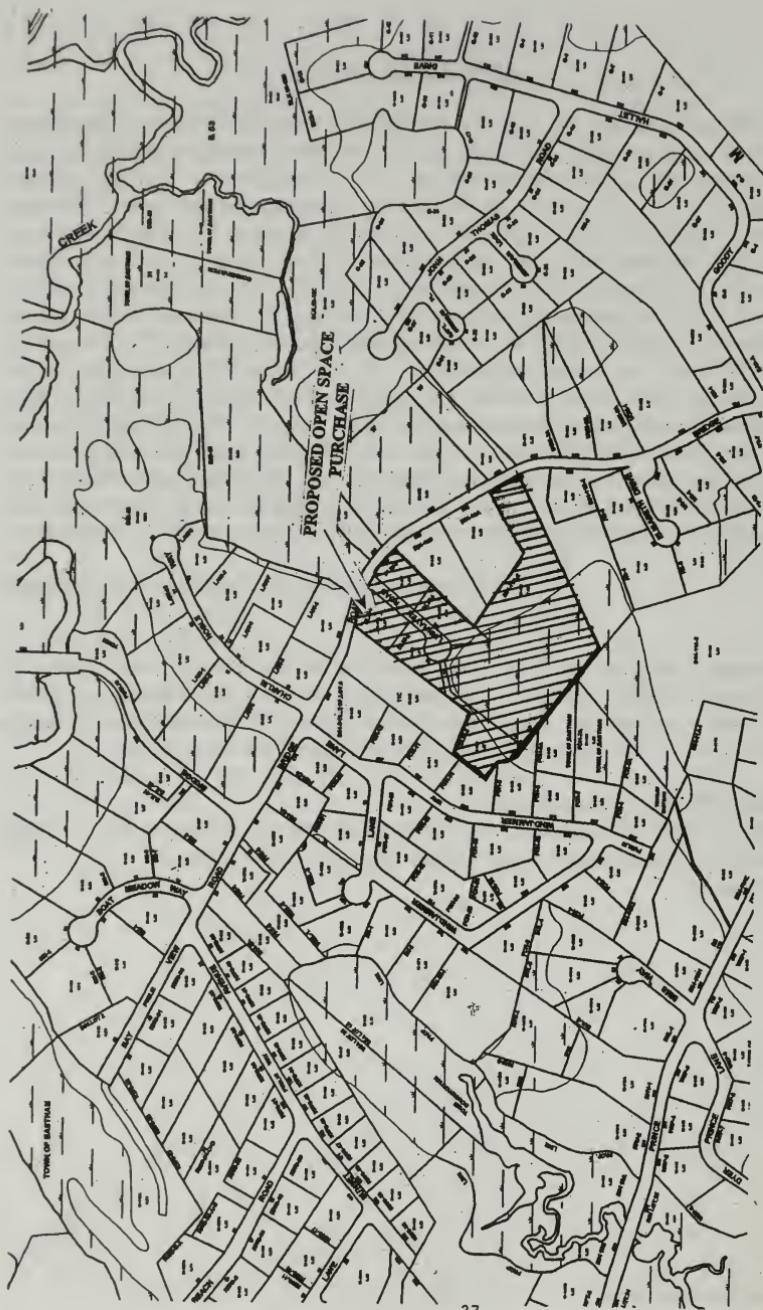
### **Summary:**

This extensive property has been identified as high priority by the Land Bank selection process for many years and is now available for purchase. The land is located entirely within the Area of Critical Environmental Concern and provides ground water protection, and wildlife habitat value by insuring an undisturbed corridor between the great marshes of Boat Meadow and Rock Harbor.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 This property would be purchased with land bank funds and would have minimal impact on the tax roll. We recommend approval.

*(majority vote required)*



ARTICLE #22  
LAND BANK - WHITE PROPERTY ACQUISITION

## ARTICLE 23

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation to provide for amendment of the Town of Eastham Home Rule Charter Section 3-8-1 to extend the term of the elected Moderator to three years with said term to become effective with the annual town election in May 2005 so that it reads

“ 3-8-1 There shall be a Town Moderator elected for a term of *three* years at an annual town election.”

or take any action relative thereto.

By Town Clerk

### Summary

The Town Moderator is elected annually and has to run for reelection frequently before he/she has served at a Town Meeting. This change would have the moderator elected on a term equal with those of other elected town officials. Procedurally, this petition will need to be filed by our Senate or House representative. The Board of Selectmen will need to hold a public hearing on this matter, before the petition is filed at the state and no less than three months after the Town Meeting vote.

BOARD OF SELECTMEN: Recommended 5-0

FINANCE COMMITTEE: Recommended 7-0 Article is would treat the moderator position as all other elected positions in town. We recommend approval.

*(2/3 vote required)*

## ARTICLE 24

To see if the Town will vote to fund an agreement between the International Association of Fire Fighters Local 2975, representing the employees in the Fire Department for the period beginning July 1, 2003, and further raise and appropriate or transfer from available funds a sum of money for the purpose of funding said contract; or take any action relative thereto.

By Board of Selectmen

### Summary:

This article is included in the warrant in anticipation of a contract settlement with the union.

BOARD OF SELECTMEN: At Town Meeting

FINANCE COMMITTEE: At Town Meeting

*(majority vote required)*

## ARTICLE 25

To see if the town will vote to transfer the sum of **\$10,000** from Fiscal Year 04, Hotel Motel Excise Tax so called, in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended in the following manner; \$3,600 Windmill Green Band Concerts, \$800 audio/electrical system set up and monitoring during concerts, \$1,000 promotional materials for concerts, \$1,500 daytime performances at Windmill Green for children, \$2,200 purchase and install information signs at intersections along Bike Trail, and \$900 for multi cultural holiday seasonal decorations at Windmill Green; or take any action relative thereto.

By Visitors Services Board

**Summary:**

This is an annual article that if accepted by Town Meeting provides funds to the appointed Visitors Services Board for the approved items and programs included in the article.

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 7-0 Article is standard and straightforward, and we recommend approval.

*(majority vote required.)*

## ARTICLE 26

To see if the town will vote to abolish the Visitors Tourism and Promotion Services Board which spends \$10,000 tax dollars annually since it went into effect January 1, 1999; or take any action relative thereto.

By Petition

**Summary:**

Each year the Town meeting is asked to appropriate \$10,000 to be spent in the promotion of Eastham and Tourism enhancing activities. Some examples of how these funds have been expended are as follows:

Year 2000 =	\$10,000 in conjunction w/others to construct bandstand on Windmill Green, the estimate cost is \$40,000/
Year 2001 =	\$10,000 to complete band stand
Year 2002 =	Eastham Video \$2,400 Signage \$1,870 Holiday Lighting Windmill Green \$ 350 Band Concerts Windmill Green \$1,200 Eastham Web Site \$2,200 Continue Hosting Eastham Site \$ 240

	Carved Sign for Visitors Info Booth	\$1,650
	Total	\$9,910
Year 2003	Computer and Printer Chamber of Commerce Visitors Info Booth	\$1,200
	Updating Info Maps Bike Trail Eastham	\$1,200
	Purchase Shadow Boxes Visitor Info Chamber of Commerce	\$ 560
	Summer Concerts	\$3,000
	Advertising Summer Concerts	\$1,540
	Welcome Sign Historic Eastham	\$2,500
	Total	\$10,000

**BOARD OF SELECTMEN:** Not Recommended 0-5

**FINANCE COMMITTEE:** Not Recommended 0-7 We do not recommend dissolution of the Visitors Service Board.

*(majority vote required)*

### ARTICLE 27

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **Five Thousand and 00/100 (\$5,000)** Dollars to finance operational costs relative to the operation of The Juice Bar for Eastham students from the Nauset Regional School District and to authorize the Board of Selectmen to enter into a contract and expend such funds for this purpose or to take any other action relative thereto. The Juice Bar, a substance free alternative for teens of the Nauset Region located in Orleans, is operated and managed by the Nauset Together We Can Prevention Council Inc., a non-profit organization.

By Petition

**BOARD OF SELECTMEN:** Recommended 5-0

**FINANCE COMMITTEE:** Recommended 3-2 The Finance Committee had requested additional information and had not received it at the time of the vote, resulting in the dissenting votes.

*(majority vote required.)*

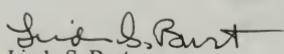
### ARTICLE 28

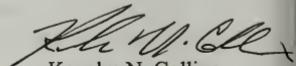
To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2003 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

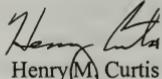
Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

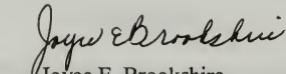
Given under our hands and seals this 5<sup>th</sup> day of April in the year of our Lord, Two Thousand and Four.

  
Linda S. Burt  
Chair

  
Kenelm N. Collins  
Clerk

  
Peter Whitlock

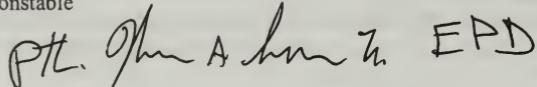
  
Henry M. Curtis  
Vice Chairman

  
Joyce E. Brookshire  
BOARD OF SELECTMEN

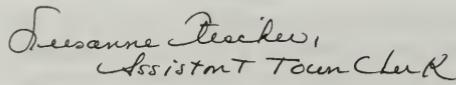
Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable



A True Copy Attest:



Lillian Lamperti, Town Clerk

## **PROCEDURES FOR ALL TOWN MEETINGS**

In accordance with Section 2-8-2 of the Eastham Town Charter the following procedures will be followed at all future Special and Annual Town Meetings:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.
2. Every person wishing to speak at Town meeting shall proceed to one of the available microphones. Once recognized the person shall give his or her name and address, speak to the question for not more than five minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions—persons making the motion, and persons required to be in attendance under Section 2-8-1.
3. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town meeting.
4. Votes may be taken by voice (Majority to be determined by the Moderator), by show of hands, or by roll call. Articles or motions requiring a 2/3 vote will first be taken by voice vote, and if the Moderator is unable to determine whether or not the article or motion has passed or failed, then a hand vote will be taken. It takes seven town meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.
5. Only one who has voted on the prevailing side may move to reconsider an article and may do so at any time during Annual or Special Town Meeting. Reconsideration of an article may occur only once.
6. Amendments to an article must be made in writing and presented to the Moderator.
7. Eastham taxpayers who are not registered voters, who wish to address Town Meeting may do so if permitted by the town moderator who shall ask for a majority consent at the onset of the Town Meeting.
8. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.
9. Voters who sit in the Non-voter Section will not have their votes counted.
10. The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters.
11. Persons with handouts of any nature must be outside.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

**PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**



## TOWN OF EASTHAM

2500 STATE HIGHWAY, EASTHAM, MA 02642-2544

(508) 240-5900  
FOR ALL DEPARTMENTS  
(508) 240-1291  
FAX

ANNUAL TOWN MEETING  
May 3, 2004

Pursuant to the provisions of the foregoing warrant the voters assembled in the Nauset Regional High School Auditorium to vote on the following articles. The Moderator appointed tellers Darin Krum, Harold Goematt, Kevin Holland, Jean Leyton and Jerry Gibson and they were sworn to the faithful performance of their duties.

The Moderator announced the retirement of Marcia Nickerson who has served the town as a member of the school committee for the past 42 years and thanked her on behalf of the town for her years of service.

The call and service of the Town Meeting was read by the Town Clerk and the meeting was called to order at 7:01 p.m. with a quorum of 205 voters present.

### Article 1.

The Selectmen moved and seconded a motion to raise and appropriate \$1200.00 for Greenhead Fly Control as printed in the warrant.

Passed by unanimous voice vote

### Article 2.

The Selectmen moved and seconded a motion to assume liability in the manner provided in Section 29 and 29A of Chapter 91 of the General Laws, as printed in the warrant.

Passed by unanimous voice vote

### Article 3.

The Selectmen moved and seconded a motion to accept such sums under the provisions of the 2004 Transportation Bond Issue from the Commonwealth of Mass as may be made available in FY05 for purposes of maintenance, repair and construction of primary roads in this town.

Passed by unanimous voice vote

Page 2. Annual Town Meeting  
May 3, 2004

Article 4.

The Selectmen moved and seconded a motion to accept the provisions of the General Laws, Chapter 71, Section 16B which would reallocate the sum of member towns' funding obligation for the Nauset Regional School District as printed in the warrant.

Passed by unanimous voice vote

Article 5.

The Selectmen moved and seconded a motion to accept the provisions of G.L. Chapter 59 Section 5, Clause 41C, as amended by Chapter 184, Section 51 of the Acts of 2002 and set the exemption eligibility for age at 65 years, income maximum of \$20,000.00 single and \$30,000.00 for married couples, whole estate limits of \$40,000.00 single and \$55,000.00 married, and exclude owner-occupied dwellings up to four units and set the exemption of \$1,000.00 as printed in the warrant.

Passed by unanimous voice vote

Article 6.

The Selectmen moved and seconded a motion to accept the provisions of G.L. Chapter 59, Section 5, Clause 41A, and set the maximum gross receipts of \$40,000.00 as printed in the warrant.

Passed by unanimous voice vote

Article 8.

The Selectmen moved and seconded a motion to have the Town vote to include Call Fire Department members in the definition of "employees" by accepting the provisions of Chapter 46, Section 12, of the Acts of 2003, which amended G.L. Chapter 32B, Section 2, making them eligible for coverage under the Town's health insurance policy.

Passed by unanimous voice vote

Article 9.

The Selectmen moved and seconded a motion to raise and appropriate the sum of \$7,000.00 for the purposes of funding a salary adjustment as part of an agreement between the Town of Eastham and the Steelworkers Local 13507-03, for covered employees in Natural Resources and DPW Department.

Passed by unanimous voice vote

Article 10.

The Selectmen moved and seconded a motion to accept the provisions of G.L. Chapter 114, Section 27 and establish a Board of Cemetery Commissioners to be appointed by the Board of Selectmen to carry out duties as printed in the warrant.

Passed by unanimous voice vote

Article 11.

The Selectmen moved and seconded a motion to repeal the Eastham Compensation Plan and the Personnel By-law established under G.L. Chapter 41, Section 108C, and replace them with a Personnel Code that may be mandated by the Board of Selectmen acting as the Personnel Board under terms and conditions as printed in the warrant.

Passed by unanimous voice vote

Article 12.

The Selectmen moved and seconded a motion to set the operating budget at \$15,476,561.00 and to meet this appropriation that the town vote to-

raise and appropriate the sum of \$12,793.00  
and to transfer from ambulance receipts reserved the sum of \$200,000.00 for Fire Department rescue operations  
and to transfer from Windmill receipts reserved \$1,100.00  
and to transfer from County Shellfish Grant Funds the sum of \$40,000.00 for the Natural Resources Department  
and to transfer from Land Bank Funds the sum of \$74,835.00  
and to transfer from the dog receipts reserved (so called) the additional sum of \$3500.00 to the library  
to transfer from the Septic Loan Betterment repayment program \$10,000.00  
transfer from free cash so called the sum of \$75,778.00  
and to use estimated local receipts of \$2,280,755.00 for the purposes of funding the FY05 operating budget as printed in the warrant.

Passed by unanimous voice vote

Article 13.

The Selectmen moved and seconded a motion to expend the amount of \$327,300.00 and to meet this appropriation the town vote to-

raise and appropriate \$35,000.00  
transfer from free cash so called the sum of \$251,300.00  
transfer from Boat Excise \$20,000.00  
transfer from Land Acquisition Fund so-called the sum of \$5,000.00  
transfer the sum of \$16,000.00 from ambulance receipts reserved for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed by unanimous voice vote

Article 14.

The Selectmen moved and seconded a motion to accept the Capital Improvements Plan for FY2006-FY2010 as printed in the warrant in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-5.

Passed by Majority voice vote

## To The Town Accountant,

The Following Articles were voted by Annual Town Meeting held  
May 3rd, 2004 to be raise and appropriates, transferred from available funds or to borrow.

VOTE ARTICLE	General Fund FY2005	Raise & Appropriates	Transfer IN/OUT	Debt	FREE CASH	Local Receipts	Land Bank Fund #1728	TOTAL
1	GREENHEAD FLY	1,200.00						1,200.00
2	DEP							-
3	BOND CHP 90							-
4	NRSD							-
5	Chapter 59, ss 541c							-
6	Chapter 59, ss 541a							-
7	Land Bank Hatch						360,000.00	360,000.00
8	Call Fire/EMS health insurance							-
9	Steelworkers union	7,000.00						7,000.00
10	Cemetery Commissioners							-
11	Personnel by-law							-
12	OPERATING BUDGET	12,793,893.00			75,778.00	2,280,755.00		15,150,228.00
12	" "	200,000.00	Amb. Rec.					200,000.00
12	" "	74,835.00	Land					74,835.00
12	" "	10,400.00	Septic					10,400.00
12	" "	40,000.00	County Grant					40,000.00
12	" "	1,100.00	Windmill					1,100.00
12	" "	3,500.00	Dog Rec. #1805					3,500.00
12	" "		Abatements					-
13	CAPITAL	35,000.00			251,300.00			286,300.00
13	" "	16,000.00	Amb. Rec.					16,000.00
13	" "	20,000.00	Waterway Rec. Res. # 1810					20,000.00
13	" "	5,000.00	#011235-590147					5,000.00
13	" "	(5,000.00)	#011235-590091					(5,000.00)
13	" "							-
14	FIVE YR CAPITAL							-
15	Current Year Budget Additions				206,189.20			206,189.20
16	prior year unpaid				1,286.50			1,286.50
17	Elected officials salaries	107,810.00						107,810.00
18	Land Bank Mugford						141,725.00	141,725.00
19	Ocean Beach Funding (a)	125,000.00						125,000.00
20	Land Disposition Roach Affordable (b)							-
21	Land Disposition Purcell Affordable.							-
22	Land Bank White						604,700.00	604,700.00
23	Charter Amendment							-
24	Fire Union Contract	29,500.00						29,500.00
25	Visitor Service Board Budget		(10,000.00)	#1725				(10,000.00)
26	Abolish VSB							-
27	JUICE BAR	5,000.00						5,000.00
28	Unpublished Reports							-
29								-
30								-
31								-
32								-
33								-
34								-
35								-
36								-
	FY2003	13,104,003.00	355,835.00		534,553.70	2,280,755.00	1,106,425.00	17,381,574.70
	TOTAL	13,104,003.00	355,834.00		534,553.70	2,280,756.00	1,106,425.00	17,381,571.70

A true Copy Attest: Lillian Lamperti Lillian Lamperti, Town Clerk  
DATE: May 5, 2004

(a) Subject to Override Vote May 18, 2004  
(b) Grant receivable General Fund \$ 250,000

May 3, 2004

Article 14.

The Selectmen moved and seconded a motion to transfer from free cash the following sums to supplement FY04 departmental budgets voted in Article 12 as follows:

Line 86 Bank Charges	\$ 350.00
Line 88 Barnstable Cty retirement	22,920.00
Line 89 Unemployment insurance	3,000.00
Line 91 Town Property insurance	32,500.00
Line 90 Employees Health & Medicare	8,650.00

and further to transfer the sum of \$135,000.00 for the purposes of making salary and benefit payments to employees as part of a 27th payroll, with said funds to be apportioned to departmental budgets as needed, and further to transfer the sum of \$3,769.20 to Article 16, ATM May 2003, to pay the 27th payroll of the Town Clerk and Town Treasurer/Tax Collector who are Elected Officials. This represents a total of \$206,189.20.

Passed by unanimous voice vote

Article 16.

The Selectmen moved and seconded a motion to transfer from free cash the sum of \$1,286.00 for the purposes of paying the prior years unpaid bills as printed in the warrant.(687.50-sanitation, 599.00-police)

Passed by unanimous voice vote

Article 17.

The Selectmen moved and seconded a motion to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate the sum of \$107,610.00 to be appropriated for the various positions as printed in the warrant.

Passed by unanimous voice vote

ARTICLE 19

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$125,000 to operate an ocean beach and attendant parking lot that will be developed on land owned by the town and located on the east side of Oceanview Drive and further that this appropriation shall not take effect until after a positive vote at an annual town election on May 18, 2004, to exempt said sum from the provisions of G.L. Chapter 59, (proposition 2 1/2 so-called); or take any action relative thereto.

By Board of Selectmen

**Vote:**

The Selectmen moved and seconded a motion to raise and appropriate the sum of \$125,000.00 to operate an ocean beach to be built on land owned by the town located on Ocean View Drive, and further that said appropriation shall not take effect until a positive vote to exempt said amount from Proposition 2 1/2 so called, as printed in the warrant.

Passed by hand count

249 Yes  
138 No

## ARTICLE 20

To see if the town will vote to transfer the care, custody and control of land described in this article from the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to the New Boston Development Corporation, or other such corporate entity as may qualify, for consideration of \$250,000, no more than 14 acres of land being part of the 63 acres of land known as the Roach Property, located off North Sunken Meadow Road, North Eastham described in the deed to the Town dated July 15, 1996, filed with the Barnstable Registry of Land Court as Document No. 672011, noted on Certificate of Title No. 141491, which conveyance shall be subject to restrictions that the land shall be used for the purpose of development of no more than 18 residential housing units of which no less than 50% shall be affordable in perpetuity and shall be marketed and sold to eligible buyers whose annual income may not exceed 80% of area median income, adjusted for household size as determined by the Department of Housing and Communities Development and to the extent permitted by law, 100% of the affordable units shall be made available to Eastham residents as may be defined by the Board of Selectmen who qualify under income guidelines for moderate income, and otherwise on such terms and conditions as the Selectmen shall determine; or take any action relative thereto.

By Board of Selectmen/Housing Task Force

**Vote:**

The Selectmen moved and seconded a motion to transfer care, custody and control of land described from the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to the New Boston Development Corporation, in consideration of \$250,000.00 no more than 14 acres being part of a parcel of land located off North Sunken Meadow Road, North Eastham owned by the town of Eastham and filed in the Barnstable Registry of Land Court as Document No. 672011, Certificate of Title No. 141491 for the construction of 18 units of residential housing, of which no less than 50% shall be affordable in perpetuity and shall be marketed and sold in accordance with procedures of DHCD and as printed in the warrant.

Passed by 2/3rds majority

## ARTICLE 21

To see if the town will vote to transfer the care, custody and control of land described in this article from the Board of Selectmen for general municipal purposes, to the Board of Selectmen for the purpose of conveyance and to authorize the Board of Selectmen to convey to such corporate entity as may qualify, the land shown on Assessors Map 8, Parcel 147 and 147A and recorded at the Barnstable County Registry of deeds in Book 14627, Page 107, and Book 182, page 145, consisting of 11.4 acres, located at 4300 State Highway, which conveyance shall be subject to restrictions that the land shall be used for the purpose of developing residential housing units of which no less than 25% shall be affordable in perpetuity and shall be marketed and sold to eligible first time home buyers whose annual income may not exceed 80% of area median income, adjusted for household size as determined by the Department of Housing and Urban Development and to the extent permitted by law, 100% of the affordable units shall be made available to Eastham residents on such terms and conditions as the Selectmen shall determine who qualify under income guidelines for moderate income, and otherwise on such terms and conditions as the Selectmen shall determine; or take any action relative thereto.

By Board of Selectmen/Housing Task Force

### **Vote:**

The Selectmen moved and seconded a motion to place this article on the floor for discussion. An amendment was presented and seconded to add the words "rentals and home ownership" to line seven after the words "housing units". The amendment passed the necessary 2/3rds required. A second amendment was presented to remove the words "first time" in line eight. The motion was seconded and passed by a hand count of 137 Yes 93 No. A motion was then made to indefinitely postpone this article due to much confusion a second was made and this article was indefinitely postponed by a hand count of 144 Yes with 113 No.

Article 7.

The Selectmen moved and seconded a motion to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcels described in the article for the sum of \$360,000.00 for land located off Hatch Way and shown on Eastham Assessor Map 14, Parcels 106 owned by Freeman C. Hatch IV, consisting of 54,000 square feet more or less, and being a portion of the land shown on a plan entitled Plan of Land in Eastham, Ma. made for Freeman C. Hatch III dated November 1, 1973 and recorded with Barnstable County Registry of Deeds in Plan Book 282, page 48, for conservation and open space purposes as set forth in Section 3 of said Chapter 293 of the Acts of 1998, and further to fund this purchase pursuant to said Chapter 293, the Land Bank so-called, and to authorize the Treasurer with the approval of the Board of Selectmen to borrow under Section 7 of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, or any other enabling authority, and further that the Board of Selectmen is authorized to contract for and expend any federal or state aid or other gifts available for the project, provided that the amount of the authorized borrowing shall be reduced by the amount of such aid or gifts received prior to the payment authorized under this vote, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L.c 184 Section 31-33 at the time of closing, as printed in the warrant.

Passed by unanimous voice vote

## ARTICLE 18

To see if the Town will authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcel of land located off Clarks' Point Road, and being part of land shown on Eastham Assessors Map 14 Parcel 85M owned now or formerly by Robert Mumford and Sarah Mumford, consisting of 1.39 acres more or less and shown as lots 6B and 6C on a plan entitled Plan of Land Clark's Point Realty Trust, Book 481, page 41, for purposes as set out in Section 3 of said Chapter 293 for the sum of \$140,000 plus the sum of \$1725 which shall be used to assist in the cost of preparing a plan, and further to fund this purchase pursuant to Chapter 293 of the Acts of 1998, the Land Bank so called and to authorize the Treasurer to issue general obligation bonds or notes under Section 7, C. 44 of the General Laws and or section 7, of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L. c. 184 §§31-33 at the time of closing; and to authorize the Conservation Commission and the Board of Selectmen to apply for and accept any such grants, gifts or donations which may be available for this acquisition and to enter into all agreements and execute any and all instruments, including a Self-Help Program Grant Agreement with the Commonwealth of Massachusetts which may contain restrictions and covenants, and to take any and all actions necessary to carry out the purpose of this article; or take any action relative thereto.

By Board of Selectmen/Land Acquisition Committee

**Vote:**

The Selectmen moved and seconded a motion to acquire by purchase, gift, eminent domain or otherwise to accept the deed to Town of a fee simple interest in the parcel of land as printed in the warrant for the sum of \$140,000.00 plus \$1,725.00 to assist in plan preparation.

Passed by unanimous voice vote

## ARTICLE 22

To see if the Town will authorize the Board of Selectmen to acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcel of land located on Bridge Road and Linnhaven Road, and being part of land shown on Eastham Assessors Maps, 20, Parcels 72, 77, 78, 79, 80, and a portion of Map 19, Parcel 90 owned by David L. White and Eugenia M. White, consisting of 8.31 acres more or less and shown on a plan entitled "Plan of Land in Eastham Mass for Byron Williams", dated October, 1968, for purposes as set out in Section 3 of said Chapter 293 for the sum of \$604,700 and further to fund this purchase pursuant to Chapter 293 of the Acts of 1998, the Land Bank so called and to authorize the Treasurer to issue general obligation bonds or notes under Section 7, C. 44 of the General Laws and/or section 7, of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, or any other enabling authority, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L. c. 184 §§31-33 at the time of closing; and to authorize the Conservation Commission and the Board of Selectmen to apply for and accept any such grants, gifts or donations which may be available for this acquisition and to enter into all agreements and execute any and all instruments, including a Self-Help Program Grant Agreement with the Commonwealth of Massachusetts which may contain restrictions; or take any action relative thereto.

By Board of Selectmen/Land Acquisition Committee

**Vote:**

The Selectmen moved and seconded a motion that the Board of Selectmen acquire by purchase, gift, eminent domain or otherwise and to accept the deed to the Town of a fee simple interest in the parcels described in the article for the sum of \$604,700.00 for land located on Bridge Road and Linnhaven Road, and being part of land shown on a plan entitled "Plan of Land in Eastham, Mass for Byron Williams, dated October 1968, and land shown on a plan entitled Subdivision of Land in Eastham, Ma. and filed at the Barnstable Registry of Deeds, Book 289 page 2 for conservation and open space purposes as set forth in Section 3 of said Chapter 293, the Land Bank so-called, and to authorize the Treasurer with the approval of the Board of Selectmen to borrow under Section 7 of Chapter 293 in anticipation of revenue to be received under Section 6 of said Chapter 293, or any other enabling authority, and further that the Board of Selectmen is authorized to contract for and expend any federal or state aid or other gifts available for the project, provided that the amount of the authorized borrowing shall be reduced by the amount of such aid or gifts received prior to the issuance of bonds or notes under this vote, and further to authorize the Conservation Commission and the Board of Selectmen to grant a perpetual conservation restriction as authorized under G.L.c 184 Section 31-33 at the time of closing, as printed in the warrant.

Passed by unanimous voice vote

Article 23.

The Selectmen moved and seconded a motion to authorize the Board of Selectmen to petition the General Court for special legislation to amend the Eastham Home Rule Charter Section 3-8-1 to extend the term of election of the moderator to three years, as printed in the warrant.

Passed by 2/3 rds majority

Article 24.

The Selectmen moved and seconded a motion to raise and appropriate \$29,500.00 for the purposes of funding a salary adjustment as part of an agreement between the Town of Eastham and the IAFF Local 2975, for covered employees in Fire Department as printed in the warrant.

Passed by unanimous voice vote

Article 25.

The Selectmen moved and seconded a motion to transfer from the Fiscal Year 04, Hotel Motel Excise Tax, so-called the sum of \$10,000.00 in accordance with Annual Town Meeting Article 26, May 4, 1998 to the Eastham Promotions Fund, for specific expenditures as printed in the warrant.

Passed by unanimous voice vote

Article 26.

A motion was made and seconded by a resident voters that the Town vote to abolish the Visitor Services and Promotions Board and for that purpose to authorize the Board of Selectmen to petition the General Court to repeal Chapter 437 of the Acts of 1998.

Failed by unanimous voice vote

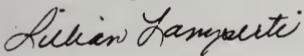
Article 27.

The Selectmen moved and seconded a motion to raise and appropriate the sum of \$5,000.00 to support the operation and services of the Juice Bar as printed in the warrant.

Passed by majority voice vote

There being no other business to come before the Town the Moderator declared the town meeting to be dissolved by a motion and second of the Board of Selectmen. There were 449 voters present. Town Meeting was dissolved at 11:00 p.m.

A True Copy Attest:



Lillian Lamperti  
Town Clerk

There were 4098 voters registered for this meeting.



**TOWN OF EASTHAM  
2500 STATE HIGHWAY, EASTHAM, MA 02642-2544**

**(508) 240-5900  
FOR ALL DEPARTMENTS  
(508) 240-1291  
FAX**

Annual Town Election  
May 18, 2004

Pursuant to the provisions of the foregoing warrant  
the voters assembled in the Eastham Town Hall Auditorium  
to cast their votes in the Annual Election. The results  
are as follows:

**Moderator-One Year Term**

Thomas Newton	1140
George Higgins	491
Blanks	164

**Selectman-Three Year Term  
two elected**

Henry Curtis	859
Russell Sandblom	1065
Peter Whitlock	1035
Blanks	621

**Nauset Regional School  
Committee - Three Year Term**

Lucille Schoenberger	1414
Blanks	381

**Elementary School  
Committee - Three Year Term  
two elected**

Elizabeth Putnam	1231
Alexandra Heilala	635
Scott VanRyswood	837
Blanks	887

Public Library Trustee  
Three Year Term

Ian Aitchison	1454
Blanks	341

Question 1-

940	Yes
835	No
20	Blanks

The polls opened at 9:30 a.m. and closed at 8:00 p.m. A total of 1795 persons voted being 42 % of the registered voters. Dpt.Warden closed the polls and the lists were verified and results announced. The Deputy Warden at this election was Shawn Shea.

COMMONWEALTH OF MASSACHUSETTS  
WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH

SS: Barnstable County  
To: Either of the Constables of the Town of Eastham

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Prct. 1

on TUESDAY, THE FOURTEENTH DAY OF SEPTEMBER, 2004, from 7:00 A.M. To 8:00 P.M. for the following purpose:

To cast their votes in the State Primary for the candidates of political parties for the following offices:

REPRESENTATIVE IN CONGRESS.....	TENTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FOURTH BARNSTABLE DISTRICT
SHERIFF.....	BARNSTABLE COUNTY
COUNTY COMMISSIONERS .....	BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 1<sup>st</sup> day of September, 2004.

Sam Burt  
Jerry E. Brookshire  
Frank Sandblom

R. M. Bell  
Pete L. Whalen

SELECTMEN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

ABL  
Constable

9/2/04  
Date

A True Copy Attest:

Lillian Lamperti  
Lillian Lamperti  
Town Clerk

Massachusetts State Primary  
September 14, 2004

Pursuant to the provisions of the foregoing warrant the voters assembled in the Eastham Town Hall Auditorium to vote on candidates for election. There were 4184 voters registered for this election with 600 casting ballots representing 14% of voters. The results of that election are as follows:

REPUBLICAN- Representative in Congress 10th District

Michael Jones	150
Blanks	18

COUNCILLOR-First District

Blanks	168
--------	-----

SENATOR IN GENERAL COURT Cape & Islands District

Gail Bronwyn Lese	155
Blanks	13

REPRESENTATIVE IN GENERAL COURT Fourth Barnstable District

Shirley Gomes	156
Write In	2 (Perdue a Democrat was written in
Blanks	10 on 2 republican ballots)

SHERIFF Barnstable County

James Cummings	155
Blanks	13

COUNTY COMMISSIONER Barnstable County

Vote for two

Mary LeClair	121
Thomas F. Keyes	96
Dino Mitrokostas	35
Blanks	84

168 Republicans cast ballots

DEMOCRATIC-Representative in Congress Tenth District

William Delahunt	400
Blanks	30

COUNCILLOR First District

Carole Fiola	334
Blanks	96

SENATOR IN GENERAL COURT Cape & Islands District

Robert O'Leary	393
Blanks	37

REPRESENTATIVE IN GENERAL COURT Fourth District

Sarah Peake	292
Molly Perdue	121
Blanks	17

SHERIFF Barnstable County

Blanks	430
--------	-----

COUNTY COMMISSIONER Barnstable County  
VOTE FOR 2

Lance Lambros	210
Ronald Bergstrom	282
Blanks	368

430 Democrats cast ballots

LIBERTARIAN-

Representative in Congress

Councillor

Senator in General Court

Representative in General Court

Sheriff

County Commissioner

There were no candidates on this ballot 1 ballot taken

0 votes

GREEN RAINBOW-

Representative in Congress

Councillor

Senator in General Court

Representative in General Court

Sheriff

County Commissioner

There were no candidates on this ballot 1 ballot taken

0 votes

The polls closed at 8:00 p.m. after tally sheets were verified and agreed with the ballot box. There were 27 absentee ballots. The results of the election were posted.

A True Copy Attest:



Lillian Lamperti  
Town Clerk

COMMONWEALTH OF MASSACHUSETTS  
William F. Galvin  
Secretary of the Commonwealth  
STATE ELECTION

SS. Barnstable County

To either of the Constables in the Town of Eastham

GREETING:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in the State Election to vote at EASTHAM TOWN HALL on

TUESDAY, THE SECOND DAY OF NOVEMBER, 2004, from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices:

Electors of President and Vice President  
Representative in Congress  
Councillor  
Senator in General Court

Statewide  
Tenth District  
First District  
Cape & Islands  
District  
Fourth Barnstable  
District  
Barnstable County  
Barnstable County  
Eastham

Representative in General Court  
Sheriff  
County Commissioner  
Barnstable Assembly Delegate

Hereof fail not and make return of this warrant with your doings thereon at the time and place of of said voting.

Given under our hands this \_\_\_\_\_ day of October, 2004.

Linda S. Burt  
Russell H. Sandby  
Joyce E. Brookshire

R. W. Allen  
Pete L. Whalen

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of the warrant at the Post Offices in Eastham and North Eastham at least seven days prior to the State Election.

John B. Burt  
Constable

William Lamperti  
A True Copy Attest:

STATE ELECTION  
Tuesday  
November 2, 2004

Pursuant to the provisions of the foregoing warrant the voters assembled in the Town Hall Auditorium to vote on a slate of officers for the following:

President and Vice President

Representative in Congress

Councillor

Senator in General Court

Representative in General Court

Sheriff

County Commissioner

Barnstable Assembly Delegate

There were 4313 persons registered as voters for this election. There were 3782 ballots cast representing 88% of the voters. The voter lists were verified with results announced and posted.

The results of this election are attached.

Lillian Lamperti  
Lillian Lamperti, Town Clerk

The Commonwealth of Massachusetts  
William Francis Galvin, Secretary of the Commonwealth  
Elections Division

Return of Votes - STATE ELECTION November 02, 2004

**EASTHAM**

Total Number of Persons Who Voted in the  
STATE ELECTION 3782

\*\*\*\*\* ATTENTION CLERK: SIGN AND RETURN AT ONCE \*\*\*\*\*

\*\*\*\*\*

I certify that all ballots cast for candidates  
in the STATE ELECTION held on November 02, 2004  
have been counted and recorded in accordance with the law,  
and that the following return of votes is correct

Clerk:

Suzanne C. Tuckey, Assistant Town Clerk

\*\*\*\*\* METHOD OF RECORDING VOTES \*\*\*\*\*  
\*\*\*\*\*

Record the number of votes for each listed candidate and for each write-in or sticker candidate. The space between the last candidate's name and the designation 'All Others' is to be used to record the names, addresses (if known) and votes of any write-ins. Also, record the number of votes for No Preference and Blanks. The total vote for each office is the sum of votes for listed candidates, write-ins and blanks. The total vote should be equal to the number of people who voted in the STATE ELECTION

Do not send results of ward or town committee candidates to this office.

\*\*\*\*\* IMPORTANT : DO NOT SEPARATE SHEETS \*\*\*\*\*  
\*\*\*\*\*

Office Name: **ELECTORS OF PRESIDENT AND VICE PRESIDENT**  
 District Name: 0001 **STATEWIDE**  
 Town Name: 086 **EASTHAM**

Candidates		Votes	Party:
1	<b>BADNARIK AND CAMPAGNA</b>	23	LIBERTARIAN
2	<b>BUSH AND CHENEY</b>	1480	REPUBLICAN
3	<b>COBB AND LaMARCHE</b>	10	GREEN-RAINBOW
4	<b>KERRY AND EDWARDS</b>	2227	DEMOCRAT
*	<b>NADER AND CAMEJO</b>	11	UNENROLLED
*	<b>PERONTKA AND NONE</b>	0	UNENROLLED

All Others	0
Blanks	31
Total Votes Cast	<b>3782</b>

\*\*\*\*\*

Office Name: **REPRESENTATIVE IN CONGRESS**  
 District Name: 0011 **TENTH DISTRICT**  
 Town Name: 086 **EASTHAM**

Candidates		Votes	Party:
1	<b>WILLIAM D. DELAHUNT</b>	2453	DEMOCRAT
2	<b>MICHAEL J. JONES</b>	1217	REPUBLICAN

All Others	0
Blanks	112
Total Votes Cast	<b>3782</b>

\*\*\*\*\*

Office Name: **COUNCILLOR**  
 District Name: 0012 **FIRST DISTRICT**  
 Town Name: 086 **EASTHAM**

Candidates		Votes	Party:
1	<b>CAROLE A. FIOLA</b>	2667	DEMOCRAT

4 mv detail nonprimary

Office Name: **COUNCILLOR**  
 District Name: 0012 **FIRST DISTRICT**  
 Town Name: 086 **EASTHAM**

Candidates	Votes	Party:
• JOHN R. LUNDBORN	0	UNENROLLED

All Others	0
Blanks	1115
Total Votes Cast	3782

Office Name: **SENATOR IN GENERAL COURT**  
 District Name: 0023 **CAPE & ISLANDS DISTRICT**  
 Town Name: 086 **EASTHAM**

Candidates	Votes	Party:
1 ROBERT A. O'LEARY	2158	DEMOCRAT
2 GAIL BRONWYN LESE	1359	REPUBLICAN
3 LUIZ GONZAGA	154	UNENROLLED

All Others	0
Blanks	111
Total Votes Cast	3782

Office Name: **SHERIFF**  
 District Name: 0231 **BARNSTABLE COUNTY**  
 Town Name: 086 **EASTHAM**

Candidates	Votes	Party:
1 JAMES M. CUMMINGS	2786	REPUBLICAN
* ALYSSA DESIREE SCHMIDT	0	DEMOCRAT
* DAMION F. VANIA	0	DEMOCRAT
* JOHN DAVID BROWNE	0	DEMOCRAT
* KYLE TAKAKJIAN	0	UNENROLLED
* PETER J. FIELD	0	DEMOCRAT

for more detail see previous page

Office Name: **SHERIFF**  
 District Name: 0231 **BARNSTABLE COUNTY**  
 Town Name: 086 **EASTHAM**

Candidates	Votes	Party:
* ROBERT L. BAILEY	0	DEMOCRAT
* SARAH K. PEAKE	0	DEMOCRAT
All Others	0	
Blanks	996	
Total Votes Cast	3782	

---

Office Name: **COUNTY COMMISSIONER**  
 District Name: 0231 **BARNSTABLE COUNTY**  
 Town Name: 086 **EASTHAM**

Candidates	Votes	Party:
1 LANCE WILLIAM LAMBROS	1654	DEMOCRAT
2 MARY J. LeCLAIR	1478	REPUBLICAN
3 RONALD J. BERGSTROM	1554	DEMOCRAT
4 THOMAS FRANCIS KEYES	982	REPUBLICAN
All Others	0	
Blanks	1896	
Total Votes Cast	7564	

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Office Name: **REPRESENTATIVE IN GENERAL COURT**  
District Name: 0063 **FOURTH BARNSTABLE DISTRICT**  
Town Name: 086 **EASTHAM** Ward: 0 Precinct: 001

	Candidates	Votes	Party:
1	<b>SHIRLEY A. GOMES</b>	<b>1959</b>	REPUBLICAN
2	<b>SARAH K. PEAKE</b>	<b>1719</b>	DEMOCRAT
*	<b>MOLLY B. PERDUE</b>	<b>0</b>	DEMOCRAT
	All Others	0	
	Blanks	104	
	Total Votes Cast	<b>3782</b>	

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Detail nonprimary precinct

**TOWN OF EASTHAM  
SPECIAL TOWN MEETING WARRANT  
AND FINANCE COMMITTEE REPORT AND  
RECOMMENDATIONS**

**7:00 P.M.**

**DECEMBER 13, 2004**

**NAUSET REGIONAL HIGH SCHOOL AUDITORIUM**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT  
OR ON TAPE, PLEASE CALL 240-5900**

**Also Available at: [www.eastham-ma.gov](http://www.eastham-ma.gov)**

**Please bring this warrant to Town Meeting**

## **SHORT TITLE LIST OF ARTICLES**

1.	Library Grant Acceptance	1
2.	Community Preservation Act/Land Bank Conversion	2
3.	Community Preservation Act Committee	2
4.	Steelworker's Employee Reclassification	5
5.	Tri-Town Septage Agreement Amendment and Extension	5
6.	Staff Addition-Dispatching	11
7.	Staff Addition - Town Clerk	11
8.	Prior Year Unpaid Bills	12
9.	Transfer to Current Year Budget	12
10.	Town Water Engineering Costs	13

**TOWN OF EASTHAM  
SPECIAL TOWN MEETING WARRANT**

Commonwealth of Massachusetts  
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham  
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the thirteenth day of December, Two Thousand and Four, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant

**ARTICLE 1**

To see if the Town will vote to authorize the Board of Trustees of the Eastham Library to proceed with a feasibility study to examine the options for expanding and renovating its current library building, and further to authorize the Trustees of the Eastham Library to apply for, accept and expend any state grants which may be available for this planning grant; or take any action relative thereto.

By Library Trustees/Board of Selectmen

**Summary:**

This article will allow the Board of Library Trustees to apply for and accept grant funds for which the Library is currently eligible from the Massachusetts Board of Library Commissioners. The Massachusetts Code of Regulations requires a majority vote of the town meeting in order for the Library Trustees to accept these funds. This ensures that the town approves of the proposed use of these funds by the Library Trustees.

BOARD OF SELECTMEN: Recommended 5-0 in favor  
FINANCE COMMITTEE: Recommended 8-0 in favor  
*(majority vote required)*

## ARTICLE 2

To see if the Town will vote to adopt Section 298 of Chapter 149 of the Acts of 2004, which allows the town to replace the Cape Cod Open Space Land Acquisition Program with the Community Preservation Act and dedicate the three percent (3%) property tax surcharge currently being assessed through fiscal year 2020, along with state matching funds that will be available to the town under the Community Preservation Act, to a special "Community Preservation Fund" that may be appropriated and spent for certain open space, historic resources and affordable housing purposes, effective for the fiscal year beginning on July 1, 2005; or to take any action relative thereto.

By Board of Selectmen

Summary:

The implementation of the above article is subject to a ballot question to be placed on the next Town Election ballot in May, 2005. Acceptance of Section 298 of Chapter 149 of the Acts of 2004 means the Community Preservation Act shall effectively replace the Cape Cod Open Space Land Acquisition Program. There shall be no additional excise on real property levied other than the current three percent (3%) levied for the provision of the Cape Cod Open Space Land Acquisition Program. Acceptance of this section shall allow the community to access state matching funds up to 100 percent of the excise on real property currently levied which was previously unavailable to the Town.

BOARD OF SELECTMEN: Recommended 5-0 in favor  
FINANCE COMMITTEE: Recommended 8-0 in favor  
(*majority vote required*)

## ARTICLE 3

To see if the Town will vote to adopt a Community Preservation Committee By-law in substantially the following form, or take any other action relative thereto.

By Board of Selectmen

### Community Preservation Committee By-Law

**1.0 Membership of the Committee.** There is hereby established a Community Preservation Committee, consisting of nine (9) voting members pursuant to the provisions of G.L., c.44B, §5., appointed by the Board of Selectmen. The composition of the committee and the term of office for the committee members shall be as follows: one member of the Conservation Commission as designated by said Commission; one member of the Historical Commission as designated by said

Commission; one member of the Planning Board as designated by said Board; one member of the Recreation Commission, as designated by said Commission; one member of the Eastham Housing Authority as designated by said Authority; one member of the Eastham Affordable Housing Task Force as designated by said Task Force; one member of the Open Space Committee as designated by said Committee; and two at large individuals. Each member of the Committee shall serve for a term of three years or until the person no longer serves in the position or on the board or committee as set forth above, whichever is earlier. Should any of the officers and commissions, boards, or committees who have recommending authority under this by-law be no longer in existence for whatever reason, the Board of Selectmen shall appoint a suitable person to serve in their place.

**2.0 Duties.** The Community Preservation Committee shall study the needs, possibilities and resources of the town regarding community preservation. The committee shall consult with existing municipal boards, including the conservation commission, the historical commission, the planning board, the department of public works, and the housing authority, or persons acting in those capacities or performing like duties, in conducting such studies. As part of its study, the committee shall hold one annual public informational hearing, or more at its discretion, on the needs, possibilities and resources of the town regarding community preservation possibilities and resources, notice of which shall be posted publicly and published for each of two weeks preceding a hearing in a newspaper of general circulation in the town.

The Community Preservation Committee shall make recommendations to the Board of Selectmen and Town Meeting for the acquisition, creation and preservation of open space, for the acquisition and preservation of historic resources, for the acquisition, creation and preservation of land for recreational use, for the creation, preservation and support of affordable housing and for rehabilitation or restoration of such open space, historic resources, land for recreational use and affordable housing that is acquired or created as provided in this section. With respect to affordable housing, the Community Preservation Committee may recommend the reuse of existing buildings or construction of new buildings on previously developed sites.

The Community Preservation Committee may include in its recommendation to the Board of Selectmen and Town Meeting, a recommendation to set aside for later spending, funds for specific purposes that are consistent with community preservation but for which sufficient revenues are not then available in the Community Preservation Fund to accomplish that specific purpose or to set aside for later spending funds for general purposes that are consistent with community preservation.

In every fiscal year, the Community Preservation Committee must recommend either that the legislative body spend, or set aside for later spending, not less than 10% of the annual revenues in the Community Preservation Fund in each of the following areas:

(a) open space (not including land for recreational use), (b) historic resources, (c) affordable housing, or as otherwise authorized under Section 298 of Chapter 149 of the Acts of 2004.

**3.0 Requirement for a quorum and cost estimates.** The Community Preservation Committee shall comply with the provision of the Open Meeting Law, G.L. c.39, §23B. The committee shall not meet or conduct business without the presence of a majority of the members of the Community Preservation Committee. The Community Preservation Committee shall approve its actions by majority vote. Recommendations to the Board of Selectmen and Town Meeting shall include the committee's anticipated costs.

**4.0 Amendments.** This by-law may be amended from time to time by a majority vote of the Town Meeting, consistent with the provisions of G.L. c.44B.

**5.0 Severability.** In case any section, paragraph or part of this by-law is for any reason declared invalid or unconstitutional by any court, every other section, paragraph or part shall continue in full force and effect.

**6.0 When Effective.** Provided that Town Meeting approves Article 2 of the December 13, 2004 Special Town Meeting to adopt Section 298 of Chapter 149 of the Acts of 2004, and voters of the Town at the May 17, 2005 Annual Town Election approve adoption of same, this by-law shall take effect upon approval by the Attorney General of the Commonwealth and after all requirements of MGL.c.40, section 32 have been met. Each appointing authority shall have thirty (30) days after the effective date to make its appointments.

**Summary:**

In order to fully implement and participate in the Community Preservation Act, the Town, in accordance with the statute, must create a Community Preservation Committee by town by-law. This article creates that committee, and is only effective after passage by ballot of the Community Preservation Act.

**BOARD OF SELECTMEN:** Recommended 5-0 in favor

**FINANCE COMMITTEE:** Recommended 8-0 in favor

*(majority vote required)*

## ARTICLE 4

To see if the Town will vote to transfer from available funds the sum of \$35,000 to be used to implement an employee reclassification system for employees working in the Natural Resources and Department of Public Works and covered by the agreement between the Town of Eastham and the United Steelworkers of America Local 13507-03 Union, representing said employees; Union; or take any action relative thereto.

By Board of Selectmen

### Summary:

As part of the negotiated settlement between the union and the Town it was agreed to hire a professional to review salaries and benefits for consistency with general salary and benefit levels in selected communities and develop a revised salary plan to ensure parity of Eastham workers with other town and industry standards. This work is nearing completion and as per the agreement, the implementation cost in the first year will not exceed \$35,000. If necessary, additional adjustments will be recommended at the May 2005 Annual Town Meeting.

BOARD OF SELECTMEN: Recommended 5-0 in favor

FINANCE COMMITTEE: Recommended 8-0 in favor

*(majority vote required)*

## ARTICLE 5

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for enactment of special legislation amending Special Act, Chapter 327 of the Acts of 1988 to authorize the Orleans, Brewster and Eastham Groundwater Protection District to provide for group insurance coverage for employees of the District pursuant to Massachusetts General Laws Chapter 32B, sections 10, 7A, 9A and 9E, and to further ratify, validate and confirm any prior payments made by the District for health insurance premiums on behalf of District employees; and to further vote to authorize the Board of Selectmen to amend the Intermunicipal Agreement between the Towns of Orleans, Brewster and Eastham for the Construction, Management and Operation of a Septage Treatment Facility (the "IMA"), dated May 30, 1985, as amended, by adopting a further amendment pursuant to Section XVI of the IMA, in substantially the form set forth below:

### **AMENDMENT TO THE INTERMUNICIPAL AGREEMENT BETWEEN THE TOWNS OF ORLEANS, BREWSTER AND EASTHAM FOR THE CONSTRUCTION, MANAGEMENT AND OPERATION OF A SEPTAGE TREATMENT FACILITY.**

*Whereas*, the Towns of Orleans, Brewster and Eastham, (collectively the "Towns"), are parties to an Intermunicipal Agreement between the Towns of Orleans, Brewster, Eastham for the Construction, Management and Operation of a Septage Treatment Facility, as amended, (the "IMA"), which IMA has a term of twenty (20) years which is due to expire on May 30, 2005; and

*Whereas*, the Towns are desirous of extending the term of the IMA for an additional period of ten (10) years and making provisions for an additional ten (10) year conditional extended term; and

*Whereas*, Section XVI of the IMA, provides that it may be amended by written amendment, but that no such amendment shall become effective until approved by Town Meeting in all three (3) member Towns;

*Now, therefore* the Towns, in consideration of the mutual covenants set forth herein, the provisions of the IMA and the authority set forth in General Laws chapter 40 section 4A, and every other power, hereby agree as follows:

1. The term of the original Agreement, and the right and easement of all three towns described in Section II of the original Agreement, shall be extended for an additional ten (10) years, until May 30, 2015. Further, unless Orleans by vote of its Board of Selectmen, determines that it does not intend to further extend the term of the IMA, and notice of such vote is provided in writing to Eastham and Brewster prior to May 30, 2013, then the term of the IMA shall be extended for an additional ten (10) years until May 30, 2025. Such additional ten (10) year period shall be subject to a right in Orleans, by vote of its Board of Selectmen, to terminate the IMA at anytime during the additional ten (10) year term, provided two (2) years prior notice is given to Eastham and Brewster of the effective date of such termination. Any termination of the IMA resulting from a vote of the Orleans Board of Selectmen as provided herein shall be treated as an expiration of the term of the IMA and the termination provisions of Section XV Termination Paragraph B (1) & (2) and Paragraph C shall apply. Further, nothing in this Amendment shall be construed to eliminate the rights of any of the three parties described in Section XV to withdraw from the Agreement at the end of any fiscal year, upon one year's prior notice, or to eliminate the rights of the two remaining parties in that event to continue operating the Facility pursuant to said Section XV (A).
2. The Site as currently described in Section II of the IMA, and as shown as Exhibit D, attached to the IMA, shall be revised by deleting there from the area of land located in the Town of Orleans and shown as Parcel 1 on the sketch plan attached hereto as Exhibit E. Parcel 1 is also shown on Town of Orleans Assessors Map 39 as a portion of Parcel 7 and Map 32 as Parcel 103. Further Orleans shall have the right by vote of its Board of Selectmen at any time during the term of the IMA, including any extended term, to remove Parcel 1A as shown on Exhibit E from the area of the Site as described in Section II of the IMA. Parcel 1A is also shown on Town of Orleans Assessors Map 39 as a portion of Parcel 1. Brewster and Eastham relinquish any right and easement to use the area of land shown as Parcel 1 on Exhibit E.

Further upon exercise by Orleans of its right to remove Parcel 1A as shown on Exhibit E Eastham and Brewster agree to relinquish any right and easement to use the area of land shown as Parcel 1A as shown on Exhibit E. Orleans shall have the right, in common with the Towns, to use the Access Road to the Facility and Oak Ridge Lane, as access for general municipal purposes to the aforementioned Parcel 1 and Parcel 1A.

3. The Site, as that term is used in the IMA, shall be revised consistent with paragraph 2 of this Amendment.
4. In consideration of the Town of Orleans purchase of the land area upon which the Facility has been constructed and operated during the initial twenty (20) year term of the IMA, and in further consideration of Orleans permitting the revised land area to continue to be used for the operation of the Facility during the extended term of the IMA, the Towns agree to cause the title to that portion of the Facility, consisting of the compost building, so called, together with all associated improvements presently located on Parcel 1 as shown on Exhibit E, to be transferred to the Town of Orleans. Upon such transfer, Orleans agrees to waive all rights of contribution against Brewster and Eastham for costs associated with any demolition or removal from Parcel 1 of that portion of the Facility so transferred.
5. Group Health Insurance Benefits
  - a. Pursuant to the provision of G.L. c.32B, §10, the Orleans, Brewster and Eastham Groundwater Protection District hereby accepts certain provisions said c.32B, authorizing any county, city, town or district to provide a plan of group life insurance, group accidental death and dismemberment insurance, and group general or blanket hospital, surgical and medical insurance for certain persons in the service of such county, city, town or district and their dependents.
  - b. Pursuant to the provisions of G.L. c.32B, §7A, the Orleans, Brewster and Eastham Groundwater Protection District shall, in addition to the payment of fifty percent of a premium for contributory group life and health insurance for employees in the service of the district and their dependents, pay a subsidiary or additional rate.
  - c. Pursuant to the provisions of G.L. c.32B. §9A, the Orleans, Brewster and Eastham Groundwater Protection District shall pay one-half of the premium costs payable by a retired employee for group life

insurance and for group general or blanket hospital, surgical, medical, dental, and other health insurance.

- d. Pursuant to the provisions of G.L. c32B, §9E, the Orleans, Brewster and Eastham Groundwater Protection District shall, in addition to the payment of fifty percent of a premium for contributory group life, hospital, surgical, medical, dental, and other health insurance for employees retired from the service of the district, and their dependents, pay a subsidiary or additional rate.
6. Other than as set forth in this Amendment the provisions of the IMA are hereby ratified and confirmed by all member Towns.
7. This Amendment shall only become effective upon approval by a Town Meeting vote in all three (3) towns.

or take any action relative thereto.

By Board of Selectmen

Summary:

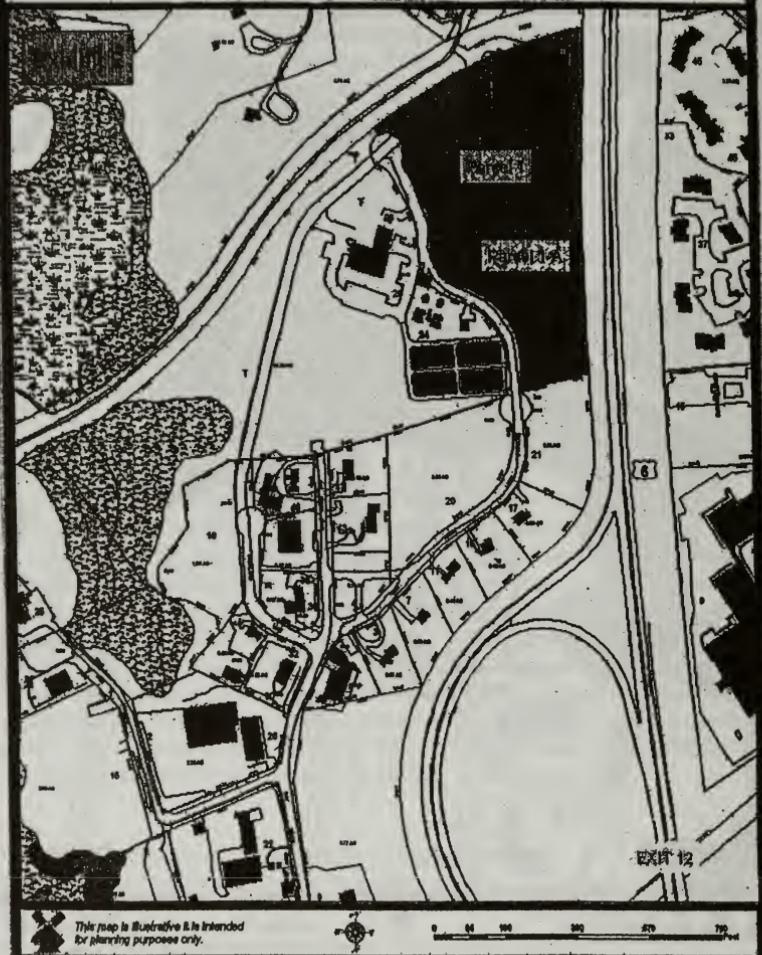
The current intermunicipal agreement expires on May 30, 2005. This proposed amendment, as drafted by the Town of Orleans after discussions with the Board of Selectmen of Brewster and Eastham, would extend the existing agreement for a period of ten years, with an additional ten year extension possible. It would also return to the Town of Orleans the existing compost building and approximately 3 acres of property, with the option to have an additional 3 acres returned during the term of the extension (See exhibit on following pages). This entire property was purchased and is owned by the Town of Orleans and consists of approximately 26 acres. The final provision of the proposed amendment deals with the issues of health insurance for both current employees and future retirees of the District. While current employees are already receiving health insurance benefits, this provision has been included to meet the formal adoption requirements as provided for under state statute that were not previously followed by the District.

BOARD OF SELECTMEN: Recommended 5-0 in favor  
FINANCE COMMITTEE: Recommended 8-0 in favor  
(*majority vote required*)

ORLEANS, EASTHAM AND BREWSTER TRI TOWN FACILITY



## ORLEANS, EASTHAM AND BREWSTER TRI TOWN FACILITY



## **ARTICLE 6**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$30,000 to Line 46**, (Dispatching Salary) May 2004 Annual Town Meeting Article12, for the purposes of adding staff and/or increasing the work hours of existing employees, or take any action relative thereto.

By Board of Selectmen

**Summary:**

At the May 2003 Annual Town Meeting, the Board of Selectmen recommended a staff reduction of one in the Dispatching Department. This department, located in the Police facility, handles all dispatching and communication requirements of the Police and Fire Department and some of the radio communications of Natural Resources and DPW as well. This staff reduction has resulted in increased overtime for the remaining workers and a reduced level of service relative to clerical functions such as fire arm permits, and statistical reporting to state and federal agencies. This article will provide funds to supplement the current staff with an additional employee, returning the department to its pre-May 03 staffing levels.

**BOARD OF SELECTMEN:** Recommended 5-0 in favor

**FINANCE COMMITTEE:** Recommended 8-0 in favor

*(majority vote required)*

## **ARTICLE 7**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$12,000 to Line 17**, (Town Clerk Salary) May 2004 Annual Town Meeting Article 12, for the purposes of increasing the work hours in an existing position from 19 to 35 hr/wk.

By Board of Selectmen

**Summary:**

The Town Clerk's work load has been increasing for the past several years and the long range plan was to change a part-time position to full-time. Changes in State law concerning marriages, notary public duties and voter registration has strained the current staffing level of 2.5 persons. (This includes the elected Town Clerk). This Article will provide funding to increase the hour allocation of the part-time position (19 hours currently) to full-time (35 hours) now rather than as planned in FY 06. This is a union position and the increase will need to be bargained.

**BOARD OF SELECTMEN:** Recommended 5-0 in favor

**FINANCE COMMITTEE:** Recommended 8-0 in favor

*(majority vote required)*

## ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$4624.43** to pay the following prior year unpaid bills:

**\$1,070.58** to refund an overpayment made in prior fiscal years for Ambulance Services;  
**\$2,453.85** to pay for water testing services;  
**\$1,100.00** to pay for roll off truck rental by DPW

or to take any action relative thereto.

By Board of Selectmen

### Summary:

Secure Horizons Tufts Health Plan for Seniors ("Secure Horizons") failed to adjust their billing schedule for emergency ambulance transports when the Medicare regulations were changed in April 2002. This amount (\$1,070.58) is the difference between what was billed and what should have been billed under the new schedule. This is a prior year unpaid bill (\$2,453.85) overlooked when the vendor failed to notify the Town of all outstanding bills when requested by the Town to do so on July 1, 2004. The service provided was for water testing and analysis related to clean up of a fuel spill on Town-owned land at 150 Samoset Road. This prior year unpaid bill (\$1,100.00) is to pay expenses related to the rental of a roll off truck by the DPW which was billed in error too late for the close of the fiscal year.

BOARD OF SELECTMEN: Recommended 5-0 in favor

FINANCE COMMITTEE: Recommended 7-0-1 in favor

*(4/5th vote required)*

## ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$25,000** to Article 13, Line #7, Municipal Buildings, to cover the cost of various unanticipated municipal building projects; or take any action relative thereto.

By Board of Selectmen

### Summary:

The \$6,000 budgeted this year for special building projects was quickly overwhelmed by several major building projects including replacement of valves and repairs to the heating systems in the Town Hall (\$4,200) and the Police Station (\$4,700), repairs to the DPW septic system (\$2,200) and engineering, to evaluate the DPW roof and propose repair options (\$7,000). Since these problems occurred so early in the budget year, the best course of action is to replenish the budget

account in order to complete building repairs for the rest of the year.

BOARD OF SELECTMEN: Recommended 5-0 in favor

FINANCE COMMITTEE: Recommended 8-0 in favor

*(majority vote required)*

## ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$100,000 to be used to secure grants, engineering services, well testing and installation and other activities related to the investigation and permitting of one or more municipal water supply wells on lands currently owned by the Town and held for this or similar general municipal purposes; or take any action relative thereto.

By Board of Selectmen/Water Resources Advisory Board

### Summary:

The Water Resource Advisory Board has been conducting a study of nitrates in drinking water in the Town. They have a voluntary program of testing private wells and the results indicate that nitrate levels are increasing throughout the Town. The Board of Health and the Waste Water Management Committee are working on regulations to require better treatment of septic waste before discharge. The proximity of residential development to the landfill and water quality problems in these areas and at the Elementary School, have forced reconsideration of a limited town water supply. We have approached DEP and determined the limited scope of work necessary to develop a water supply proposal. The Town will be seeking grants to assist in the preliminary work and this appropriation will provide for activities that are not covered by grants. The work here will provide necessary information for Town Meeting to consider endorsing and/or funding a limited water supply, which may be presented in May 2005.

BOARD OF SELECTMEN: Recommended 5-0 in favor

FINANCE COMMITTEE: Recommended 8-0 in favor

WATER RESOURCE ADVISORY BOARD: At Town Meeting

*(majority vote required)*

## ARTICLE 11

To see if the Town will do or act on anything which may legally come before this meeting.

You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 22<sup>th</sup> day of November in the year of our Lord, Two Thousand and Four.

*Linda S. Burt*

Linda S. Burt  
Chair

*Peter L. Whitlock*

Peter Whitlock

*Kenelm N. Collins*

Kenelm N. Collins  
Vice Chairman

*Russell Sandblom*

Russell Sandblom  
Clerk

*Joyce E. Brookshire*

Joyce E. Brookshire  
BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

*T. Smith, DeWeer*

A True Copy Attest:

*Lillian Lamperti*

Lillian Lamperti, Town Clerk

## **PROCEDURES FOR ALL TOWN MEETINGS**

In accordance with Section 2-8-2 of the Eastham Town Charter the following procedures will be followed at all future Special and Annual Town Meetings:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.
2. Every person wishing to speak at Town meeting shall proceed to one of the available microphones. Once recognized the person shall give his or her name and address, speak to the question for not more than five minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions—persons making the motion, and persons required to be in attendance under Section 2-8-1.
3. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town meeting.
4. Votes may be taken by voice (Majority to be determined by the Moderator), by show of hands, or by roll call. Articles or motions requiring a 2/3 vote will first be taken by voice vote, and if the Moderator is unable to determine whether or not the article or motion has passed or failed, then a hand vote will be taken. It takes seven town meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.
5. Only one who has voted on the prevailing side may move to reconsider an article and may do so at any time during Annual or Special Town Meeting. Reconsideration of an article may occur only once.
6. Amendments to an article must be made in writing and presented to the Moderator.
7. Eastham taxpayers who are not registered voters, who wish to address Town Meeting may do so if permitted by the town moderator who shall ask for a majority consent at the onset of the Town Meeting.
8. **TOWN MEETING TIME**, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.
9. Voters who sit in the Non-voter Section will not have their votes counted.
10. The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters.
11. Persons with handouts of any nature must be outside.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

**PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**

SPECIAL TOWN MEETING  
December 13, 2004

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to vote on the following articles. The meeting was called to order at 7:50 p.m. there being a quorum of 216 voters present.

The first order of business was to elect a Moderator from the voters present due to the resignation of Thomas Newton the elected Moderator. Two nominations were accepted from the floor after appropriate seconds. Henry Curtis and Gwen Pelletier were the candidates and a hand count indicated that Gwen Pelletier would serve as the Moderator for this meeting. The count was 93 for Mr. Curtis and 102 for Ms. Pelletier.

Article 1.

The Selectmen moved and seconded this article to ask the Town vote to authorize the Board of Trustees of the Library to proceed with the feasibility study and to accept and expend any state planning grants which may be available to examine the options of expanding and renovating the library.

Passed unanimously

Article 2.

The Selectmen moved and seconded this article to ask the Town to adopt Section 198 Chapter 149 of the Acts of 2004 which allows the town to replace the Cape Cod Open Space Land Acquisition Program with the Community Preservation Act and dedicate 3% property tax surcharge currently being assessed through fiscal year 2020, along with state matching funds that will be available to the town under the Community Preservation Act, to a special Community Preservation Fund: That may be appropriated and spent for certain open space, historic resources and affordable housing purposes. effective for the fiscal year beginning on July 1, 2005.

Passed by Majority voice vote

Article 3.

The Selectmen moved and seconded this article to approve the adoption of a Community Preservation Bylaw, to establish a Community Preservation Committee to provide recommendations on matters and undertake other duties, as printed in the warrant.

Passed unanimously

Article 4.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called the sum of \$35,000.00 to be used to fund salary adjustments as may be necessary to implementation of a reclassification and compensation plan for members of Steelworkers Local representing DPW and Natural Resources employees as provided for in an agreement between the union and the town.

Passed unanimously

Article 5.

The Selectmen moved and seconded this article to approve the amendment to the Intermunicipal Agreement between the Towns of Orleans, Brewster, and Eastham for the Construction, Management and Operation of a Septage Treatment Facility dated May 30, 1985 as set out in the warrant; and further vote to authorize the Board of Selectmen to petition the General Court for enactment of Special Legislation amending Special Act, Chapter 327 of the Acts of 1988 which created the Orleans Brewster and Eastham Groundwater Protection District to authorize the District to provide group insurance coverage for employees of the District pursuant to G.L. c.32B, Section 7A, 9A, 9E, and 10 in substantially the form set out in the Intermunicipal Agreement and to ratify, validate and confirm any prior payments made by the District for such purposes, as printed in the warrant.

Passed unanimously

Article 6.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called, the sum of \$30,000,000 to Line 46, Dispatching Salary, May 2004, Annual Town Meeting Article 12 .

Passed unanimously

Article 7.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called, the sum of \$12,000.00 to Line 17, Town Clerk Salary, May 2004 Annual Town Meeting Article 12.

Passed unanimously

Page 3. Special TM Dec. 13, 2004

Article 8.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called, the sum of \$4,624.43 to pay prior year unpaid bills.

Passed unanimously

Article 9.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called, the sum of \$25,000.00 to Article 13, Line #7, Municipal Bldgs for purposes as printed in the warrant.

Passed unanimously

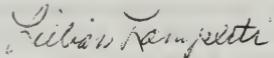
Article 10.

The Selectmen moved and seconded this article to transfer from the unreserved fund balance, free cash so called, the sum of \$100,000.00 for work and services in support of development of a limited municipal water supply, as printed in the warrant.

Passed unanimously

There being no further business to come before Town Meeting the meeting called for a motion to adjourn Town Meeting with a second and the meeting was adjourned at 8:20 p.m.

A True Copy Attest:



Lillian Lamperti  
Town Clerk

## VETERANS' SERVICES

The District Department of Veterans' Services continues to be a very busy office, based on Veterans' issues that must be addressed each and every year (i.e., dealing with medical benefits, compensation/pension benefits, and financial benefits for those needy Veterans).

We are still dealing with the medical enrollment program with the VA and the length of time it takes to get our Veterans enrolled and how to provide the Veterans' benefits while awaiting enrollment. Another problem we are dealing with is the filing of Compensation Claims of Veterans who believe they have a disability based on their military service.

Last year, we filed 28 new claims totaling just under \$300,000.00 in benefits, while completing 514 cases totaling just under \$800,000 in combined benefits.

We continue to become the most complete "One Stop Center" for Veterans, and due to a recent move I want to give all the residents of Eastham new information on how to reach us.

*Department of Veterans' Services  
P.O. Box 429  
Hyannis, Ma. 02601*

*Main Office Location:  
First Citizens Federal Credit Union Building  
66 Falmouth Road  
Hyannis, Ma. 02601*

*Telephone: (508) 778-8740  
Toll Free: (888) 778-8701  
FAX: (508) 778-8746*

We also will make "Home Visits" on an appointment basis. Please call the toll-free number above to make an appointment. We encourage any Veteran to call if they have any questions regarding their benefits.

Yours in Service to Veterans:

Sidney L. Chase  
Director & Veterans Agent

Norman E. Gill  
Regional Director & Veterans' Agent

## VISITOR'S SERVICE BOARD

During the year 2004 the Visitor's Service Board continued to work to implement programs that would benefit visitors and year-round residents alike.

Throughout the summer, the Visitor's Service Board sponsored nine free concerts on the Windmill Green. These concerts continue to grow in popularity each year, and are well attended by both residents and visitors alike. We will continue to fund this project in 2005 with a versatile group of performers that are sure to appeal to a wide range of attendees. A series of children's programs also took place, and will continue for this year.

We also helped fund the Eastham Bikeways committee for the replacement and/or installation of new signs along the bike path. These signs will better direct users to highlights along the trail as well as nearby services.

A new carved sign was erected at the Information Booth with the Eastham Chamber of Commerce's logo, which depicts the lighthouse at Nauset Light Beach. This sign is not only easier to see, but it also lets visitors know that they are indeed close to the landmark that is most frequently asked about at the Booth.

This year, we also held our first annual *Festival of Trees* on the Windmill Green to kick off the holiday season. It was a day that saw the community gather together, enjoy hot chocolate, listen to seasonal music, and decorate ten trees which remained on display throughout the holiday season. It was a great success, and we hope that this will continue each year and become a new tradition for the town.

Respectfully submitted,

Janet Demetri; Prudie Kerry; Nancy Underhill and Pat Lariviere  
(Committee Members)

## WASTEWATER MANAGEMENT PLANNING COMMITTEE

The Wastewater Management Planning Committee (WWMPC) met nine times in 2004.

The first half of the year (January through July) was dedicated to our continuing efforts in learning more about the business of wastewater management. Representatives of the Committee visited wastewater facilities in Provincetown, and reviewed wastewater activities throughout the Cape. It learned much from the wastewater covenant proposed and rejected in Orleans. The Committee studied the Massachusetts Estuaries Project, which is attempting to determine nitrogen threshold and loading limits as they impact Cape embayments, with the help of dr. Brian Howes and Brian Dudley of the DEP. The Committee listened to a presentation of administrative and management options being considered from wastewater management by several other Cape towns. A meeting was devoted to working through possible wastewater problem scenarios in Eastham. How we would handle these, given our current state of knowledge and experience. Our appreciation of the great complexity of this process was augmented by this exercise.

In July, the Committee decided that it had accomplished about as much as it could by itself, in the development of a comprehensive wastewater management plan, and the retention of professional help should be our next step. To that end, a subcommittee chaired by Meint Olthof was charged with the drafting of a Request for Proposal (RFP) to help us in this effort. It was also becoming increasingly evident that water issues and wastewater issues were interrelated, and Dr. Karl Weiss, Chair of the Water Resources Advisory Board (WRAB) was asked to join this group. A final draft was completed by the end of the year, and now awaits further discussion with Town administration.

As a result of the increasing recognition of the interrelationship of water and wastewater issues and the redundancy in much of the work of the WRAB and the WWMPC, it was decided that these two committees should be merged. This will be recommended to the Board of Selectmen. It was suggested, however, that should the merged committee be considered too large, any reduction in members should be by attrition.

Wastewater management continues to be a major concern throughout Cape Cod, and Eastham has been active in addressing this issue. We are actively monitoring our drinking water (wells), our ponds and now our estuaries (Mass Estuary Project). The Board of Health is increasingly strict in its wastewater treatment requirements, holding petitioners in variance hearings to a higher standard (requiring advanced wastewater treatment in many cases), but more needs to be done. Our expanding year round population, with its concomitant wastewater discharge, is slowly but surely exceeding nature's ability to provide clean and healthy water, and if organized meaningful action is not taken, the battle may be lost. There are new technologies and new methodologies available today to reverse the inevitable consequences of inaction, but it's a complex process, and we will need help in doing what we must do. Treat our wastewater effectively and keep our water resources healthy for future generations of Eastham residents.

Respectfully submitted,

Dr. James Taylor, Chair

## WATER RESOURCES ADVISORY BOARD

Matters which engaged the attention of the WRAB in 2004 were the Annual Water Monitoring Program, the potential need for public water supplies, the condition of Eastham's ponds, the linkage between water and wastewater problems and public awareness of water issues.

The nitrate screening of well water was extended to Central Eastham this year. Evaluation of the data for the North and Central sections of the town revealed a significant difference in their nitrate level distributions as well as the continuing slow upward trend of nitrate loading over time. Further insight into nitrate distribution patterns was gained from the results for the map areas associated with the identification of property sites. Sampling of Southern Eastham has begun. The first three year testing cycle for the whole town will be completed in 2005. Eastham's Health Department has created a versatile water database system that will greatly facilitate the interpretation of water quality information.

Increasing nitrate levels and water quality concerns in the vicinity of the landfill forced serious consideration of public water supplies for sections of Eastham. The U.S. Geological Survey study of the Lower Cape aquifer confirmed that the town lacks supply sites in the million gallons/day range (about 1/3 of peak demand). Hence, our potential long-term public water needs call for a multifaceted approach that explores sources such as the Town of Orleans, the National Seashore and a network of smaller wells in Eastham. To address the immediate concerns, the WRAB cosponsored a warrant article at the Special Town Meeting in December that provides initial funding for the planning and permitting of public supply wells on town-owned property.

Ponds are an integral part of Eastham's groundwater system. The pond Stewards program, now in its fourth year, is conducted by volunteers who collect samples from ten ponds for the measurement of nutrient content and other quality indices. This year, only a few elementary indices could be measured because of the loss of grant support. Efforts are underway to secure funding from other sources so that the complete testing of samples can be restarted and expert assistance obtained for the interpretation of the large amount of collected data.

With wastewater as the main source of nitrate in groundwater and the profoundly damaging effect of even low nitrate levels on the health of our coastal embayments, state-mandated nitrogen loading restrictions are likely to be imposed in the near future. Education can sensitize the public to these issues. In this regard, it is encouraging to note that interest in water quality matters continues to be high, as evidenced by more than 100 visitors to the WRAB table on Windmill Weekend. Other informational activities included presentations to the Eastham Forum, Outer Cape Water Forum, Eastham Part-time Resident Taxpayers Association and Board of Selectmen. Clearly, more needs to be done, and plans are underway for more extensive public information efforts that will foster citizen participation in the protection of the quality of our water.

Respectfully submitted,

Karl Weiss, Chairman

## ZONING BOARD OF APPEALS

The Zoning Board of Appeals (ZBA) held public hearings on twenty (20) cases in 2004, during the course of meetings held on the second Thursday of each month (except for July this year). The Zoning Board heard five more cases than it did in 2003.

- *Seventeen* (17) of the *twenty* (20) total cases were for Special Permits.
- *Ten* (10) of the *seventeen* (17) Special Permit requests were to extend, expand or alter pre-existing non-conforming residential structures. Special Permits were granted in four (4) cases; three (3) were denied and three (3) cases were withdrawn.
- *Seven* (7) other Special Permit requests were heard including: three (3) conversions of cottage colonies to a condominium form of ownership, three (3) for special uses and one (1) for a pre-existing non-conforming commercial facility. All seven of these requests were granted Special Permits.
- The Board also held *one* (1) hearing on a request for a variance, which was granted, and heard *two* (2) appeals on decisions of the Building Inspector (i.e., the ZBA upheld the Building Inspector's decision in one (1) case, and one (1) is pending as it was continued to a January 2005 hearing).

Recent changes and appointments have resulted in a full Board of five (5) regular members and two (2) alternates. Serving with the Chair on the ZBA as regular members are: Robert Bylaska, Vice Chair; John Lennox, Clerk; William Nugent and Roger Thurston. David Fleming and Donald Intonti are also serving as alternates when regular members are unavailable, cannot attend or serve.

Respectfully submitted,

Kathryn Sette, Chair

## **TOWN ACCOUNTANT**

Many thanks to all for the warm and gracious reception I have received in Eastham. Since here last August, I have been very busy with on-the-job learning. It's been a great experience for me.

A special thank-you is due to David Ryan for leaving the accounting records in such good order. David resigned in July to accept a Town Accountant opportunity in Harwich, and Alix left in October to become Town Accountant in Provincetown. I'm sure we all wish them the very best.

Noreen Donahue joined me in December as the Assistant Town Accountant. She is a true plus for the town financial team.

This year, I have been working with the Finance Committee as well as working on the budget and many other things. Some of you I have already met, and I look forward to meeting many more of you in the months to come.

In compliance with the provisions of Chapter 41, Section 61 of the Massachusetts General Law, I hereby submit the following reports for the Town of Eastham.

Schedule A	Consolidated Balance Sheet
Schedule B	Debt Schedule
Schedule C	Summary of Receipts
Schedule D	Summary of Appropriations and Expenditures for Fiscal Year 2004 as of June 30, 2004
Schedule E	Summary of Appropriations and Expenditures for Fiscal Year 2005 as of December 31, 2004.

Respectfully submitted,

Jane Conlon Wall  
Town Accountant

**TOWN OF EASTHAM, MASSACHUSETTS**  
**SCHEDULE A**  
**FY2004**

**COMBINED BALANCE SHEET - ALL FUNDS AND ACCOUNT GROUPS**  
**JUNE 30, 2004**

<u>ASSETS</u>	<u>GOVERNMENTAL FUND TYPES</u>			<u>ACCOUNT GROUPS</u>			<u>COMBINED TOTALS (MEMORANDUM ONLY)</u>
	<u>GENERAL</u>	<u>SPECIAL REVENUE</u>	<u>CAPITAL PROJECT</u>	<u>GENERAL FUND TYPES</u>	<u>TRUST &amp; AGENCY</u>	<u>LONG-TERM OBLIGATIONS GROUP</u>	
CASH AND SHORT-TERM INVESTMENTS	3,313,411	1,891,293	143,761	417,399	-	-	5,765,863
RECEIVABLES:							
REAL ESTATE & PERSONAL PROPERTY	191,496						191,496
REAL ESTATE TAX LIENS/DEFERRED	53,900						53,900
MOTOR VEHICLE AND BOAT EXCISE	106,160						106,160
LAND BANK RECEIVABLES	5,184						5,184
OTHER DEPARTMENTAL RECEIVABLES	25,494			75,196			100,690
INTERGOVERNMENTAL							13,800
SEPTIC LOANS RECEIVABLE				13,800			188,755
AMBULANCE FEES RECEIVABLE				188,755			42,780
EDUCATION LOANS RECEIVABLE				42,780			146,265
RESERVE FOR ABATEMENTS				(169,880)			(169,880)
TAX FORECLOSURES				54,888			54,888
DUE FROM OTHER FUNDS							
CAPITAL ASSETS							9,221,432
LAND							14,000
LAND IMPROVEMENTS							8,076,078
BUILDINGS							2,945,984
MACHINERY & EQUIPMENT							8,241,506
INFRASTRUCTURE							28,499,000
TOTAL CAPITAL ASSETS							28,499,000
LESS: ACCUMULATED DEPRECIATION							
LAND IMPROVEMENTS							9,858
BUILDINGS							2,196,100
MACHINERY & EQUIPMENT							2,047,892
INFRASTRUCTURE							5,395,385
TOTAL ACCUMULATED DEPRECIATION							9,649,835
NET CAPITAL ASSETS							18,849,165
AMOUNT TO BE PROVIDED FOR							
RETIREMENT OF LONG TERM DEBT							
<b>TOTAL ASSETS &amp; OTHER DEBITS</b>	<b>3,580,654</b>	<b>2,211,823</b>	<b>143,761</b>	<b>-</b>	<b>6,557,713</b>	<b>563,664</b>	<b>18,849,165</b>
							<b>6,557,713</b>
							<b>31,906,781</b>

**TOWN OF EASTHAM, MASSACHUSETTS**  
**SCHEDULE A**  
**FY2004**

**COMBINED BALANCE SHEET - ALL FUNDS AND ACCOUNT GROUPS**  
**JUNE 30, 2004**

<u>ASSETS</u>	<u>GOVERNMENTAL FUND TYPES</u>		<u>ACCOUNT GROUPS</u>			<u>FIXED ASSETS ACCOUNT GROUP</u>	<u>COMBINED TOTALS (MEMORANDUM ONLY)</u>
	<u>GENERAL</u>	<u>SPECIAL</u>	<u>CAPITAL PROJECT</u>	<u>GENERAL FUND TYPES</u>	<u>LONG-TERM TRUST &amp; OBLIGATIONS GROUP</u>		
<b>LIABILITIES &amp; FUND EQUITY</b>							
<u>LIABILITIES:</u>							
WARRANTS PAYABLE	248,381					248,381	
ACCRUED PAYROLL	-					-	
OTHER LIABILITIES	65,114					65,114	
OTHER-BID DEPOSITS	273					273	
DEFERRED REVENUE	267,243					734,039	
COURT JUDGMENT	-					-	
DUE TO GENERAL FUND	-					-	
ACCRUED COMPENSATED ABSENCES	-					-	
SHORT-TERM BONDS AND NOTES PAYABLE	-					-	
LONG-TERM BONDS AND NOTES PAYABLE	-					-	
<b>TOTAL LIABILITIES</b>	<b>581,011</b>	<b>320,531</b>	<b>485,400</b>	<b>146,265</b>	<b>6,557,714</b>		<b>8,090,921</b>
<u>FUND EQUITY (DEFICIT):</u>							
ENCUMBRANCES	254,166					254,166	
CONTINUING APPROPRIATIONS	1,087,124					1,087,124	
RESERVED FUND BALANCE EXPENDITURES	327,078					349,884	
RESERVE FOR NONEXPENDABLE TRUST FUNDS	-					-	
RESERVE FOR SPECIFIC PURPOSES	-					-	
F.B. RESERVED FOR SNOW & ICE DEFICIT	(8,209)					(8,209)	
UNRESERVED FUND BALANCE	1,339,485	1,868,487	(341,639)	417,399	-	18,849,165	22,132,897
<b>TOTAL FUND BALANCES</b>	<b>2,998,643</b>	<b>1,891,293</b>	<b>(341,639)</b>	<b>417,399</b>		<b>18,849,165</b>	<b>23,815,861</b>
<b>TOTAL LIABILITIES AND FUND EQUITY</b>	<b>3,580,654</b>	<b>2,211,823</b>	<b>143,761</b>	<b>563,664</b>	<b>6,557,714</b>	<b>18,849,165</b>	<b>31,906,781</b>

**DEBT ACCOUNT**  
**JUNE 30, 2004**  
**SCHEDULE B**

<b>NET FUNDED ON FIXED DEBT:</b>	\$	<b>SERIAL LOANS:</b>	\$
INSIDE DEBT LIMIT	-	INSIDE DEBT LIMIT	-
GENERAL	-	GENERAL	-
<b>LOANS AUTHORIZED AND UNBORROWED:</b>			
<b>BALANCE TO BE PAID ON LOANS:</b>			
LAMONT SMITH LAND PURCHASE	865,000.00		
EQUIPMENT LOAN-FRONT END LOADER	82,421.00		
AFFORDABLE HOUSING DUPLEX PURCHASE (FY 2000)	185,000.00		
FIRE PUMPER/TANKER PURCHASE (FY 1997)	<u>53,475.47</u>		
	1,185,896.47		
<b>BONDS AUTHORIZED AND UNBORROWED:</b>			
<b>ELEMENTARY SCHOOL RENOVATION</b>			<u>8,400,000.00</u>
<b>LOANS AUTHORIZED:</b>			
TRANSFER STATION CONSTRUCTION*	300,000.00		
EQUIPMENT LOAN-FRONT END LOADER	82,421.00		
AFFORDABLE HOUSING DUPLEX PURCHASE	185,000.00		
FIRE PUMP/TANKER PURCHASE	<u>53,475.47</u>		
<b>TOTAL</b>	<b>620,896.47</b>		
<b>PAYMENTS ON BONDS MADE TO DATE:</b>			
TITLE V WPAT BONDS	33,397.00	400	
ELEMENTARY SCHOOL ADDITION	3,986,500.00		
LIBRARY BUILDING ADDITION	693,665.00		
LAMONT SMITH LAND PURCHASE	945,000.00		
HORTON PROPERTY LAND PURCHASE	2,000,000.00		
REGIONAL SEPTAGE TREATMENT PLANT	535,000.00		
POLICE STATION CONSTRUCTION	1,550,000.00		
HIGHWAY FACILITY CONSTRUCTION	786,800.00		
TOWN HALL RENOVATION	1,386,900.00		
ROACH PROPERTY	560,000.00		
TRANSFER STATION	300,000.00		
LANDFILL	660,889.00		
FIRE STATION	450,000.00		
SOLID WASTE	-		
	13,888,151.00		
<b>BONDS AUTHORIZED:</b>			
TITLE V WPAT BONDS PAYABLE	200,000.00		
ELEMENTARY SCHOOL ADDITION	3,986,500.00		
LIBRARY BUILDING ADDITION	693,665.00		
LAMONT SMITH LAND PURCHASE	1,750,000.00		
HORTON PROPERTY LAND PURCHASE	2,000,000.00		
REGIONAL SEPTAGE TREATMENT PLANT	535,000.00		
POLICE STATION CONSTRUCTION	1,550,000.00		
HIGHWAY FACILITY CONSTRUCTION	786,800.00		
TOWN HALL RENOVATION PROJECT	1,726,900.00		
ROACH PROPERTY PURCHASE	1,190,000.00		
LAND ACQUISITION	900,000.00		
LAND ACQUISITION	625,000.00		
LANDFILL CLOSURE	1,525,000.00		
FIRE STATION	2,250,000.00		
ELEMENTARY SCHOOL RENOVATION	8,400,000.00		
SOLID WASTE	<u>1,225,000.00</u>		
<b>TOTAL</b>	<b>29,343,865.00</b>		
<b>BALANCE TO BE PAID ON BONDS ISSUED</b>			
TITLE V WPAT BONDS	176,603.00		
SEPTIC LOAN REPAIR PROGRAM (MWPAT)	50,000.00		
TOWN HALL RENOVATION (FY 2006)*	340,000.00		
ROACH PROPERTY (FY 2012)**	630,000.00		
FIRE STATION	1,800,000.00		
LANDFILL CLOSURE (FY 2010)**	864,111.00		
LAND ACQUISITION	1,405,000.00		
SOLID WASTE	<u>1,225,000.00</u>		
<b>GENERAL LONG TERM DEBT 6/30/04</b>			<b>6,490,714.00</b>
<b>GRAND TOTAL</b>	<b><u>\$29,964,761.47</u></b>	<b>GRAND TOTAL</b>	<b><u>29,964,761.47</u></b>

\*TRANSFER STATION LOAN AUTHORIZED BY TEN YEAR BONDING

\*\*FISCAL YEAR INDICATES YEAR IN WHICH LAST PAYMENT WILL BE MADE

**SUMMARY OF RECEIPTS**  
**SCHEDULE C**  
**FISCAL YEAR 2004**

FOR 2004 13

0100 GENERAL FUND	BUDGETED TOTALS	FY 2004	ACTUAL
		ACTUAL REVENUE	OVER/UNDER BUDGETED
<b>TAXES</b>			
PERSONAL	172,577.00	179,525.91	
REAL ESTATE	11,795,972.00	11,720,393.00	
TAX TITLES	<u>30,000.00</u>	-	
	<u>11,998,549.00</u>	<u>11,899,918.91</u>	<u>98,630.09</u>
<b>PRIVILEGES</b>			
BOAT EXCISE	6,500.00	9,275.00	
MOTOR VEHICLE EXCISE	<u>645,305.00</u>	<u>698,303.00</u>	
	<u>651,805.00</u>	<u>707,578.00</u>	<u>(55,773.00)</u>
<b>INTEREST, DEMANDS AND TAX TITLE COST</b>			
INTEREST/DEMANDS	62,250.00	61,593.00	657.00
<b>LICENSES &amp; PERMITS</b>			
<b>SELECTMEN</b>			
BILLIARDS	100.00	100.00	
COIN OP AMUSEMENT	300.00	635.00	
COMMON VICTUALER	1,000.00	1,750.00	
ENTERTAINMENT	300.00	500.00	
FOOD ESTABLISHMENTS	1,850.00	2,375.00	
HEALTH REGULATIONS	-	85.75	
ICE CREAM MANUFACTURER	125.00	175.00	
LICENSE - TOBACCO	150.00	175.00	
LIQUOR	18,700.00	19,400.00	
MASSAGE	175.00	450.00	
MILK & CREAM	-	100.00	
MOTEL	1,100.00	1,650.00	
NOTARY FEES	-	20.25	
PEDDLER	25.00	25.00	
RAFFLES/AUCTIONS	-	70.00	
RENTAL-CHILDREN'S PLACE	740.00	740.00	
STABLE	10.00	10.00	
SUNDAY AMUSEMENT	320.00	310.00	
SUNDAY ICE CREAM	200.00	350.00	
TANNING BOOTH	50.00	-	
TOWN HALL RENT	-	25.00	
TRANSIENT VENDORS	2,600.00	2,520.00	
USED AUTO SALES	225.00	225.00	
WHIRLPOOL	150.00	150.00	
YARD SALE	500.00	1,390.00	
	<u>28,620.00</u>	<u>33,231.00</u>	<u>(4,611.00)</u>

	BUDGETED TOTALS	FY 2004 ACTUAL	ACTUAL OVER/UNDER BUDGETED
		REVENUE	
<b>0100 GENERAL FUND</b>			
<b>SHELLFISH</b>			
SHELLFISH	18,500.00	19,940.00	
NON RESIDENT SHELLFISH	750.00	1,350.00	
TENANT SHELLFISH	6,500.00	8,170.00	
COMMERCIAL SHELLFISH	20,000.00	14,060.00	
SENIOR SHELLFISH	5,000.00	5,140.00	
<b>SHELLFISH</b>	<b>50,750.00</b>	<b>48,660.00</b>	<b>2,090.00</b>
<b>PUBLIC SAFETY</b>			
BUILDING PERMITS	70,000.00	128,710.50	
ELECTRICAL PERMITS	22,500.00	33,575.00	
FIRE ALARMS	5,500.00	7,000.00	
GAS PERMITS	12,500.00	11,391.00	
INSPECTION CERTIFICATES	1,150.00	1,455.00	
INSTALLER	6,000.00	6,200.00	
OIL BURNER	1,500.00	3,650.00	
OPEN BURNING	5,750.00	5,580.00	
PLUMBING PERMITS	18,750.00	19,625.00	
PROPANE GAS	500.00	679.00	
REINSPECTIONS	200.00	105.00	
REMOVAL OF GARBAGE	500.00	300.00	
SEPTIC PERMITS	7,500.00	9,900.00	
SIGN PERMITS	100.00	120.00	
SPRINKLERS	40.00	25.00	
SWIMMING POOLS	500.00	950.00	
TANK REMOVAL	120.00	500.00	
TANK STORAGE	75.00	150.00	
TANK TRUCK INSPECTION	100.00	-	
TEST HOLES	7,500.00	12,200.00	
WELL PERMITS	3,000.00	5,325.00	
	<b>163,785.00</b>	<b>247,440.50</b>	<b>(83,655.50)</b>
<b>FEES</b>			
<b>GENERAL GOVERNMENT</b>			
ATTESTATION & RESEARCH	150.00	308.25	
AUCTIONEER LICENSE	35.00	25.00	
BIRTH CERTIFICATES	430.00	445.00	
BUSINESS CERTIFICATES	2,500.00	3,850.00	
CERTIFICATE OF LIEN	-	17,825.00	
COMMUNICATION TOWER- FEES	163,448.00	175,728.74	
CONSERVATION COMM FEES	360.00	-	
DEATH CERTIFICATES	1,000.00	1,250.00	
DOG LICENSES	6,000.00	6,478.00	
GOVERNMENT LISTS	-	351.45	
MARRIAGE CERTIFICATES	500.00	1,615.00	
PHOTOS	1,500.00	3,056.25	
RENTAL REGISTRATIONS	23,120.00	23,885.00	
UCC'S	-	295.50	
ZONING APPEAL FEES	2,000.00	2,500.00	
ZONING MAPS	-	2.00	
	<b>201,043.00</b>	<b>237,615.19</b>	<b>(36,572.19)</b>

	BUDGETED TOTALS	FY 2004 ACTUAL REVENUE	ACTUAL OVER/UNDER BUDGETED
<b>0100 GENERAL FUND</b>			
<b>PUBLIC SAFETY</b>			
DETAIL SURCHARGES	9,000.00	4,751.12	
F.I.D. CARDS	-	550.00	
PISTOL PERMITS	1,400.00	3,150.00	
ID PHOTOS	15.00	-	
POLICE REPORTS	-	90.00	
INSURANCE REPORTS	-	1,405.00	
WITNESS FEES	-	442.48	
PISTOL PERMIT PHOTO	-	770.00	
FIRE REPORTS	90.00	47.00	
FIRE DETAIL SURCHARGES	-	18.00	
	10,505.00	11,223.60	(718.60)
<b>HEALTH AND SANITATION</b>			
LANDFILL STICKERS	176,540.00	186,961.00	
LANDFILL COUPONS	15,000.00	39,700.00	
LANDFILL BOOKS	18,500.00	19,295.00	
LANDFILL GATE FEES	80,000.00	115,191.20	
LANDFILL HAULERS	67,550.00	74,821.80	
RECYCLING PROGRAM	1,100.00	1,113.00	
ADDITIONAL STICKERS	6,500.00	7,479.00	
LANDFILL-OVER/UNDER	-	2.00	
	365,190.00	444,563.00	(79,373.00)
<b>COUNCIL ON AGING</b>			
COA CLIENT FEES	18,750.00	51,165.00	
COA CLIENT MEALS	-	93.00	
COA TRANSPORTATION	3,000.00	6,153.00	
FLU CLINIC PROGRAM	-	2,149.38	
COA ELDER SERVICES	30,000.00	42,915.00	
	51,750.00	102,475.38	(50,725.38)
<b>BEACHES &amp; HARBORS</b>			
TOTAL BEACH REVENUES	192,500.00	255,957.00	
MARINA RENTALS	25,000.00	24,080.00	
MOORING PERMITS	6,750.00	11,925.00	
HARBOR WAITING LIST	2,185.00	2,990.00	
TRANSIENT DOCKING	7,500.00	3,710.00	
	233,935.00	298,662.00	(64,727.00)
<b>FINES</b>			
BY-LAW VIOLATIONS	1,000.00	1,055.00	
COURT FINES	58,000.00	63,375.00	
DOG FINES	3,000.00	2,465.00	
LIBRARY FINES	4,500.00	5,824.09	
PARKING FINES	2,000.00	4,525.00	
	68,500.00	77,244.09	(8,744.09)

	BUDGETED TOTALS	FY 2004 ACTUAL REVENUE	ACTUAL OVER/UNDER BUDGETED
<b>0100 GENERAL FUND</b>			
<b>COMMONWEALTH OF MASSACHUSETTS</b>			
CHAPTER 90 HIGHWAY GRANT	-	29,211.54	
CHAPTER 70 SCHOOL AID	242,054.00	242,054.00	
CIRCUIT BREAKER	-	3,592.00	
LOTTERY	128,941.00	128,941.00	
POLICE CAREER INCENTIVE	39,687.00	32,778.61	
ROOM OCCUPANCY TAX	190,000.00	240,527.00	
VETERANS BENEFITS	16,224.00	30,453.48	
EXEMPTIONS FOR ELDERLY	8,904.00	9,044.00	
LIEU OF TAXES	1,914.00	-	
PUBLIC LIBRARIES	5,862.00	-	
	<u>633,586.00</u>	<u>687,390.09</u>	<u>(53,804.09)</u>
<b>INVESTMENT</b>			
INVESTMENT INCOME-BANK	29,925.00	34,331.60	
INVESTMENT INC-DEP COLLECT	-	3.80	
OTHER MISCELLANEOUS REVENUE	-	1,738.09	
	<u>29,925.00</u>	<u>36,073.49</u>	<u>(6,148.49)</u>
<b>UNCLASSIFIED/MISCELLANEOUS</b>			
DATA PROCESSING-RCD OTHER	500.00	2,437.57	
LIBRARY FAX MACHINE USE	660.00	796.00	
LIEU OF TAXES	9,975.00	6,666.00	
OTHER MISCELLANEOUS REVENUE	15,647.00	12,205.53	
SALE OF SURPLUS	11,000.00	11,372.00	
SCHOOL GASOLINE USE	4,116.00	3,866.02	
SCHOOL MEDICAID REIMBURSEMT	5,000.00	-	
TREASURER NSF CHARGES	-	43.00	
WORKER COMPENSATION	5,000.00	14,742.84	
	<u>51,898.00</u>	<u>52,128.96</u>	<u>(230.96)</u>
<b>GRAND TOTAL GENERAL FUND</b>	<u>14,602,091.00</u>	<u>14,945,797.21</u>	<u>(343,706.21)</u>
<b>OTHER FUNDS</b>			
<b>SPECIAL REVENUE FUNDS</b>			
350TH CELEBRATION		298.97	
AMBULANCE RECEIPTS		263,626.03	
ARTS FUND RAISING		5,629.50	
C.L.A.M.S. - SRF		20.40	
CHAMBER OF COMMERCE		7,008.00	
COA HUMAND SERVICES		7,539.65	
COMPOSTING BINS		1,161.13	
CONSERVATION COMMISSION		3,424.00	
DHCD		150.82	
EASTHAM BANDSTAND FUND		300.00	
EOP GRANT (POLICE)		1,400.00	
FIRE BRUSH TRUCK-NPS		13,600.00	
GREEN SCHOOL STATE REVENUE		20,000.00	
HOLIDAY DECORATIONS GIFT FUND		580.20	
LAND BANK		357,154.32	
LIBRARY DOG TAX		3,500.00	

	BUDGETED TOTALS	FY 2004 ACTUAL REVENUE	ACTUAL OVER/UNDER BUDGETED
<b>0100 GENERAL FUND</b>			
LOCAL COMPREHENSIVE GRANT		773.00	
MARTHA JOHNSTON MEMORIAL GIFTS		83.56	
MARY CHASE SALT MARSH RESTORATION		6,699.38	
MRIP		495.75	
OLDE MILL RECEIPTS		804.66	
OUTFALL PIPE - SRF		3.84	
PARK BENCH GIFT ACCOUNT - SRF		10,555.50	
PROGRAM INCOME		88,068.00	
PROJECT IMPACT PROGRAM - FEMA		20,000.00	
RECREATION 53-D		20,729.89	
RECREATION-BOTTLES&CANS		10,197.30	
S GIFFORD CHRISTMAS LIGHTS		30.00	
SCHOOL BUILDING USE		155.82	
SCHOOL LIBRARY		598.36	
SCHOOL PROGRAM		2,604.70	
TITLE 5 BETTERMENT		86,502.78	
VISITOR'S FUND - ART 13 ATM 5/99		10,000.00	
WATERWAY MANAGEMENT		14,637.70	
WINIFRED FRANKLIN LIBRARY FUND		447.27	
		<u>958,780.53</u>	
<b>COMMONWEALTH OF MASSACHUSETTS</b>			
ARTS LOTTERY COUNCIL		2,223.30	
COA ELDER AFFAIRS		8,583.00	
COMMUNITY POLICING GRANT		12,000.00	
EOCD SEPTIC SYSTEM GRANT		19,313.94	
EOCD SMALL CITIES GRANT		472,072.44	
FIRE SAFETY EQUIPMENT		11,600.00	
FIRE SAFETY GRANT		10,068.64	
LIBRARY STATE AID		5,751.41	
SEMASS GRANT		59,344.33	
MASS ENVIRONMENTAL GRANT		1,725.00	
MASS GIS GRANT		13,800.00	
		<u>616,482.06</u>	
<b>BARNSTABLE COUNTY</b>			
HEMENWAY COUNTY GRANT		30,000.00	
<b>PROCEEDS FROM BORROWING</b>			
TAX ANTICIPATION NOTES			
BOND ANTICIPATION NOTES			
GRANT ANTICIPATION NOTES	-	250,000.00	
<b>PROCEEDS FROM BONDS</b>			
TRANSFER RECYCLING CENTER	-	1,225,000.00	
		20,659.32	
		<u>1,245,659.32</u>	

	BUDGETED TOTALS	FY 2004	ACTUAL
		ACTUAL	OVER/UNDER BUDGETED
<b>0100 GENERAL FUND</b>			
<b>INTEREST</b>			
CONTRIBUTIONS & DONATIONS -			
EXPENDABLE TRUSTS		68,410.51	
INTEREST - EXPENDABLE TRUST FUNDS		1,753.29	
INTEREST - NON EXPENDABLE TRUST FUNDS		345.00	
INTEREST STABILIZATION FUND		181.18	
LAW ENFORCEMENT TRUST		5.57	
		<hr/>	<hr/>
		70,695.55	
 TOTAL OTHER FUNDS		 3,171,617.46	
 <b>GRAND TOTAL</b>		 <b><u>\$ 18,117,414.67</u></b>	

**SUMMARY OF APPROPRIATIONS & EXPENDITURES**  
**SCHEDULE D**  
**FISCAL YEAR 2004 AS OF JUNE 30, 2004**

FOR 2004 13

ACCOUNTS FOR:	ORIGINAL APPROP	TRANFRS ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
0100 GENERAL FUND	150.00	-	150.00	150.00	-	-	100.00 %
MODERATOR	7,500.00	(1,500.00)	6,000.00	6,000.00	-	-	100.00 %
SELECTMEN'S SALARIES	174,992.00	4,825.00	179,817.00	179,817.28	-	-	100.00 %
ADMINISTRATION SALARIES	12,105.00	-	12,105.00	12,089.42	-	-	99.90 %
ADMIN PURCHASE OF SUPPLIES	1,271,357.00	37,331.00	1,308,688.00	292,173.22	-	1,016,514.59	22.30 %
CAPITAL ARTICLES	130.00	-	130.00	-	-	130.00	- %
FINANCE COMMITTEE EXPENSE	65,000.00	(62,358.00)	2,642.00	-	-	2,642.09	- %
RESERVE FUND	105,205.00	3,906.00	109,111.00	109,110.82	-	-	100.00 %
ACCOUNTING SALARIES	23,450.00	-	23,450.00	23,379.47	-	-	99.70 %
ACCOUNTING SERVICES EXPENSE	2,388.00	(1,835.00)	553.00	238.74	-	314.08	43.20 %
ACCOUNTANT ENCUMBRANCES	133,520.00	6,062.00	139,582.00	139,582.45	-	-	100.00 %
ASSESSORS SALARY	23,470.00	-	23,470.00	22,529.33	-	-	940.67
ASSESSORS EXPENDITURES	1,622.00	-	1,622.00	1,621.81	-	-	100.00 %
ASSESSORS ENCUMBRANCES	72,714.00	2,180.00	74,893.00	73,457.27	-	-	98.10 %
TREASURER COLLECTOR SALARIES	8,197.00	-	8,197.00	7,219.18	-	977.82	88.10 %
TREASURER COLLECTOR EXPENSES	52,679.00	2,026.00	54,705.00	54,705.12	-	-	100.00 %
TREASURER COLLECTOR ARTICLES	250.00	-	250.00	25.00	-	225.00	10.00 %
CERTIFICATION OF NOTES	65,000.00	6,000.00	71,000.00	65,752.84	-	5,247.16	92.60 %
LEGAL SERVICES EXPENSE	55,528.00	2,081.00	57,609.00	57,609.44	-	-	100.00 %
DATA PROCESSING SALARIES	47,600.00	-	47,600.00	43,708.00	-	3,892.00	91.80 %
DATA PROCESSING	7,500.00	-	7,500.00	1,990.00	-	5,510.00	26.50 %
TAX TITLE/FORCLOSURE	42,143.00	-	42,143.00	40,399.00	-	1,743.87	95.90 %
CENTRAL PURCHASING	24,825.00	1,080.00	25,905.00	25,905.03	-	-	100.00 %
TOWN CLERK SALARY	1,780.00	-	1,780.00	1,648.08	-	131.92	92.60 %
TOWN CLERK EXPENDITURES	45,320.00	1,743.00	47,063.00	47,063.08	-	-	100.00 %
TOWN CLERK ELECTED SALARY							

ACCOUNTS FOR:	ORIGINAL APPROP	TRANSFRS ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
0100 GENERAL FUND							
ELECTIONS & REG SALARIES	20,468.00	276.00	20,744.00	19,380.47	-	1,363.15	93.40 %
ELECTIONS EXPENSE	6,366.00	-	6,366.00	1,961.40	-	4,405.00	30.80 %
CONS COM P/T	17,430.00	596.00	18,027.00	18,026.59	-	-	100.00 %
CONS COMM EXPENSE	1,640.00	-	1,640.00	1,596.52	-	43.48	97.30 %
CONS COMM ARTICLES	2,100.00	-	2,100.00	-	-	2,100.00	- %
NIR SALARIES	212,378.00	2,950.00	215,327.00	205,340.90	-	9,986.16	95.40 %
NATURAL RESOURCE EXPENSE	30,714.00	(8,500.00)	22,214.00	16,599.51	-	5,614.49	74.70 %
NATURAL RESOURCES ENCUMBRANCES	1,500.00	-	1,500.00	1,500.00	-	-	100.00 %
NIR ARTICLES	4,000.00	-	4,000.00	-	-	4,000.00	- %
PLANNER SALARY	62,370.00	1,960.00	64,330.00	64,329.95	-	0.36	100.00 %
PLANNING BOARD EXPENSE	2,075.00	-	2,075.00	1,997.72	-	77.28	96.30 %
PUBLIC BUILDING SALARIES	92,515.00	(6,056.00)	86,459.00	85,640.27	-	8,18.93	99.10 %
PUBLIC BUILDING EXPENSE	71,811.00	7,593.00	79,404.00	78,469.25	-	934.75	98.80 %
BULK FUEL	73,560.00	2,010.00	75,570.00	75,570.16	-	-	100.00 %
TOWN REPORT	6,500.00	-	6,500.00	6,500.00	-	-	100.00 %
ENGINEERING - WAGES	1,000.00	-	1,000.00	-	-	1,000.00	- %
ENGINEERING & CONSULTING SVCS	3,000.00	(2,641.00)	3,000.00	1,128.00	-	1,872.00	37.60 %
POLICE SALARIES	932,296.00	-	929,654.00	923,296.08	-	6,358.40	99.30 %
POLICE EXPENSES	101,835.00	5,699.00	107,534.00	100,349.22	-	7,184.97	93.30 %
FIRE SALARIES	959,045.00	87,888.00	1,046,932.00	1,046,932.28	-	-	100.00 %
FIRE EXPENDITURES	72,084.00	4,500.00	76,584.00	74,853.11	-	1,730.39	97.70 %
DISPATCH SERVICES	171,649.00	7,701.00	179,350.00	179,349.59	-	-	100.00 %
DISPATCH EXPENSES	7,350.00	-	7,350.00	6,820.58	-	529.42	92.80 %
BLDG INSPECTION FT	73,286.00	2,798.00	76,083.00	76,083.03	-	-	100.00 %
BUILDING INSPECTION EXPENSE	5,460.00	4,600.00	10,060.00	7,883.08	-	2,176.92	78.40 %
BUILDING INSPECTION ENCUMBRANC	695.00	-	695.00	695.00	-	-	100.00 %
BUILDING INSP ARTICLES	6,565.00	5,710.00	12,275.00	5,475.00	-	6,800.00	44.60 %
GAS/PLUMBING INSPECTION	19,955.00	454.00	20,409.00	20,086.94	-	323.00	98.40 %
WIRING ELECTRIC INSPECTOR	23,281.00	306.00	23,587.00	23,586.94	-	-	100.00 %

ACCOUNTS FOR:	ORIGINAL APPROB	TRANFRS ADJSTMNTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
0100 GENERAL FUND							
CIVIL DEFENSE	100.00	-	100.00	-	-	100.00	- %
INSPECTIONS - PEST/TREE WARDEN	270.00	-	270.00	-	-	270.00	- %
HARBORS & LANDINGS	4,540.00	-	4,540.00	3,134.80	-	1,405.20	69.00 %
HARBORS & LANDINGS	1,817.00	-	1,817.00	1,421.09	-	395.91	78.20 %
HARBORS & LANDINGS ARTICLES	6,400.00	-	6,400.00	-	-	6,400.00	- %
ELEMENTARY SCHOOL	2,617,055.00	-	2,617,055.00	2,400,098.26	-	216,956.74	91.70 %
ELEMENTARY SCHOOL ENCUMBRANCES	349,653.00	-	349,653.00	338,480.53	-	11,172.04	96.80 %
ELEM SCHOOL ARTICLES	4,428.00	-	4,428.00	-	-	4,428.27	- %
NAUSET REGIONAL SCHOOL DIST	3,400,406.00	(5,252.00)	3,395,154.00	3,395,154.00	-	-	100.00 %
CAPE COD REGIONAL TECHNICAL HS	254,444.00	-	254,444.00	254,444.00	-	4.00	100.00 %
DPW SALARIES	284,461.00	9,471.00	293,932.00	293,932.28	-	-	100.00 %
DPW EXPENSES	87,677.00	-	87,677.00	82,245.67	-	5,431.33	93.80 %
DPW ARTICLES	5,306.00	-	5,306.00	-	-	5,306.00	- %
SNOW & SAND- SALARIES	24,000.00	-	24,000.00	20,151.72	-	3,848.28	84.00 %
SNOW & SAND EXPENSES	9,400.00	-	9,400.00	21,330.17	-	(11,930.17)	226.90 %
STREETLIGHTING	5,200.00	380.00	5,580.00	5,191.92	-	388.22	93.00 %
COLLECTION SALARIES	109,309.00	991.00	110,300.00	110,299.68	-	-	100.00 %
COLLECTIONS EXPENDITURES	352,338.00	(5,699.00)	346,639.00	340,592.50	-	6,046.31	98.30 %
GRAVE OFFICER	75.00	-	75.00	75.00	-	-	100.00 %
CEMETERIES	1.00	-	1.00	-	-	1.00	- %
VETERANS GRAVE OFFICER	75.00	-	75.00	75.00	-	-	100.00 %
DPW/INR FACILITY	9,808.00	497.00	10,305.00	9,808.00	-	497.10	95.20 %
DPW/INR FACILITY ARTICLES	9,407.00	-	9,407.00	229.50	-	9,177.33	2.40 %
PUBLIC HEALTH - NURSE	6,500.00	-	6,500.00	5,008.75	-	1,491.25	77.10 %
PUBLIC HEALTH SALARIES	89,863.00	3,326.00	93,189.00	93,189.31	-	-	100.00 %
PUBLIC HEALTH EXPENSE	18,247.00	2,216.00	20,463.00	18,234.54	-	2,228.89	89.10 %
PUBLIC HEALTH- ENCUMBERED	6,900.00	(1,537.00)	5,363.00	3,152.63	-	2,210.37	58.80 %
015192 INSPECTION OF ANIMALS	100.00	-	100.00	-	-	100.00	- %
COAA/DC EXPENSES	4,172.00	1,017.00	5,189.00	5,168.61	-	20.63	99.60 %

ACCOUNTS FOR:		ORIGINAL APPROP	TRANFRS ADJSTMNTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
0100	GENERAL FUND							
COA EXPENSE	16,221.00	200.00	16,421.00	15,744.38	-	677.02	95.90 %	
COA SALARIES	96,868.00	301.00	97,169.00	95,934.65	-	1,234.42	98.70 %	
COA/ADC SALARIES	99,884.00	(1,017.00)	98,867.00	95,755.11	-	3,111.85	96.90 %	
VETERANS SERVICES	19,460.00	-	19,460.00	23,511.96	-	(4,051.74)	120.80 %	
VETERANS SERVICES ENCUMBERED	207.00	-	207.00	-	-	207.37	- %	
HUMAN SERVICES	43,900.00	-	43,900.00	43,900.00	-	-	100.00 %	
LIBRARY F/T	146,060.00	3,519.00	149,580.00	149,579.73	-	-	100.00 %	
LIBRARY EXPENSE	52,280.00	-	52,280.00	51,029.49	-	1,250.51	97.60 %	
LIBRARY-ARTICLES	5,000.00	-	5,000.00	-	-	5,000.00	- %	
BEACH WAGES	186,605.00	-	186,605.00	175,888.19	-	10,716.81	94.30 %	
BEACH EXPENSE	52,077.00	-	52,077.00	51,251.54	-	824.96	98.40 %	
BEACH ENCUMBERED	1,150.00	-	1,150.00	1,099.58	-	50.42	95.60 %	
BEACH ARTICLES	25,000.00	-	25,000.00	-	-	25,000.00	- %	
INFORMATION BOOTH ARTICLES	2,776.00	-	2,776.00	377.95	-	2,397.88	13.60 %	
DEBT SERVICE	914,867.00	-	914,867.00	778,473.07	-	136,394.15	85.10 %	
BANK CHARGES	4,356.00	350.00	4,706.00	4,352.12	-	353.99	92.50 %	
COUNTY ASSESSMENTS	166,961.00	-	166,961.00	164,846.00	-	2,115.00	98.70 %	
STATE ASSESSMENTS	142,440.00	-	142,440.00	155,879.00	-	(13,439.00)	109.40 %	
EMPLOYEE BENEFITS	9,200.00	-	9,200.00	4,642.48	-	4,557.52	50.50 %	
RETIREMENT	547,767.00	22,920.00	570,687.00	570,267.00	-	420.00	99.90 %	
UNEMPLOYMENT INSURANCE	6,000.00	3,389.00	9,389.00	9,389.00	-	-	100.00 %	
TOWN SHARE - INSURANCE	1,026,860.00	12,843.00	1,039,703.00	1,038,205.09	-	1,497.98	99.90 %	
UNPAID BILLS EXPENSE	-	1,287.00	1,287.00	1,286.50	-	1,515.95	100.00 %	
INSURANCE PREMIUMS	207,286.00	32,500.00	239,786.00	238,270.05	-	1,145.94	99.40 %	
INSURANCE DEDUCTIBLES-ENCUMB	3,695.00	-	3,695.00	2,548.85	-	69.00 %	-	
TOTAL GENERAL FUND	16,666,225.00	201,087.00	16,867,309.00	15,323,270.93	-	1,544,039.92	0.91 %	

**SUMMARY OF APPROPRIATIONS AND EXPENDITURES**  
**SCHEDULE E**  
**FISCAL YEAR 2005**  
**AS OF DECEMBER 31, 2004**

FOR 2005 06

ACCOUNTS FOR:  
 GENERAL FUND

	ORIGINAL APPROP	TRANFRS/ ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
MODERATOR	150	-	150	-	-	150.00	- %
COURT JUDGMENTS	-	-	237,073.90	-	(237,073.90)	100.00 %	
ELECTED OFFICIALS	7,500	-	7,500	3,000.00	-	4,500.00	40.00 %
ADMINISTRATION SALARIES	183,518	-	183,518	90,649.00	-	92,868.62	49.40 %
ADMINISTRATION EXPENSES	12,208	-	12,208	9,943.77	-	2,264.43	81.50 %
CAPITAL ARTICLES	2,455,909	-	2,455,909	1,206,199.38	17,460.00	1,232,249.29	49.80 %
FINANCE COMMITTEE EXPENSE	130	-	130	130.00	-	-	100.00 %
RESERVE FUND	65,000	-	65,000	-	-	65,000.00	- %
ACCOUNTING SALARIES	109,839	-	109,839	52,035.17	-	57,803.83	47.40 %
ACCOUNTING EXPENSES	23,650	-	23,650	10,159.80	-	13,490.20	43.00 %
ASSESSING F/T	124,452	-	124,452	53,302.35	-	71,149.25	42.80 %
ASSESSORS P/T	15,403	-	15,403	7,031.11	-	8,371.81	45.60 %
ASSESSORS EXPENDITURES	16,995	-	16,995	2,860.25	-	14,134.75	16.80 %
TREASURER F/T	60,278	-	60,278	30,480.79	-	29,797.61	50.60 %
TREASURER PART TIME	16,486	-	16,486	7,840.76	-	8,645.68	47.60 %
TREASURER COLLECTOR SALARIES	76,765	-	76,765	38,321.55	-	38,443.29	49.90 %
TREASURER COLLECTOR EXPENSES	8,465	-	8,465	5,398.68	-	3,066.32	63.80 %
TREASURER ELECTED OFFICIALS SALARIES	53,733	-	53,733	26,866.45	-	26,866.55	50.00 %
CERTIF OF NOTES	200	-	200	25.00	-	175.00	12.50 %
LEGAL EXPENSE	65,000	-	65,000	26,595.70	-	38,404.30	40.90 %
LEGAL ENCUMBERED-MISC EXPENSES	3,306	-	3,306	3,299.88	-	6.48	99.80 %
DATA PROCESSINGS SALARIES	58,622	-	58,622	29,251.60	-	29,370.60	49.90 %

ACCOUNTS FOR:  
GENERAL FUND

ORIGINAL APPROP	TRANFRS/ADJUSTMTS	REVISED BUDGET	EXPENDED	YTD ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
71,211	-	71,211	26,455.36	-	44,755.64	37.20 %
5,000	-	5,000	2,669.50	-	2,330.50	53.40 %
39,696	-	39,696	19,543.51	-	20,152.62	49.20 %
1,744	-	1,744	-	-	1,743.87	- %
26,208	-	26,208	13,403.96	-	12,804.04	51.10 %
3,330	-	3,330	1,421.81	-	1,908.19	42.70 %
46,227	-	46,227	23,113.48	-	23,113.52	50.00 %
20,680	-	20,680	6,663.58	-	14,016.34	32.20 %
7,100	-	7,100	2,164.67	-	4,935.33	30.50 %
377	-	377	-	-	377.00	- %
17,784	-	17,784	9,176.49	-	8,607.51	51.60 %
1,640	-	1,640	1,122.70	-	517.30	68.50 %
2,100	-	2,100	-	-	2,100.00	- %
219,895	-	219,895	107,676.31	-	112,218.56	49.00 %
30,046	-	30,046	13,228.91	-	16,817.09	44.00 %
779	-	779	5.65	-	773.20	0.70 %
4,000	-	4,000	-	-	4,000.00	- %
64,163	-	64,163	32,049.20	-	32,113.96	49.90 %
1,800	-	1,800	986.35	-	813.65	54.80 %
24	-	24	-	-	24.20	- %
93,568	-	93,568	46,610.00	-	46,957.60	49.80 %
671	-	671	24.57	-	646.28	3.70 %
50,620	-	50,620	33,960.70	-	16,659.30	67.10 %
646	-	646	645.97	-	-	100.00 %
73,560	-	73,560	23,042.69	-	50,517.31	31.30 %
7,687	-	7,687	-	-	7,687.00	- %
1,000	-	1,000	1,000.00	-	-	100.00 %
3,000	-	3,000	-	-	3,000.00	- %

ACCOUNTS FOR:  
GENERAL FUND

	ORIGINAL APPROP	TRANFRS/ADJUSTMTS	REVISED BUDGET	YTD EXPENDED	YTD ENCUM-BRANCES	AVAILABLE BUDGET	PCT USED
ENGINEERING ENCUMBERED-MISC EXPENSES	2,872	-	2,872	680.00	-	2,192.00	23.70 %
POLICE SALARIES	975,105	-	975,105	491,481.21	-	483,623.79	50.40 %
POLICE EXPENSES	131,062	-	131,062	106,093.86	-	24,968.14	80.90 %
POLICE ENCUMBERED-MISC EXPENSES	1,613	-	1,613	56.03	-	1,557.32	3.50 %
FIRE F/T	805,203	-	805,203	366,607.48	-	438,595.89	45.50 %
FIRE TEMPORARY	12,293	-	12,293	5,821.49	-	6,471.84	47.40 %
FIRE O/T	177,281	-	177,281	108,212.97	-	69,068.11	61.00 %
FIRE HOLIDAY PAY	40,328	-	40,328	12,359.11	-	27,969.37	30.60 %
F/T INCENTIVE	39,807	-	39,807	15,081.75	-	24,725.00	37.90 %
P/T INCENTIVE	4,100	-	4,100	2,050.00	-	2,050.00	50.00 %
CALL FIRE WAGES	-	-	-	958.03	-	(958.03)	100.00 %
FIRE EXPENDITURES	75,643	-	75,643	45,040.55	-	30,601.95	59.50 %
DISPATCH F/T	147,035	-	147,035	70,809.25	-	76,225.33	48.20 %
DISPATCH P/T	12,932	-	12,932	7,212.42	-	5,719.58	55.80 %
DISPATCH OVERTIME	16,999	-	16,999	19,496.21	-	(2,496.88)	114.70 %
HOLIDAY	4,142	-	4,142	1,996.49	-	2,145.60	48.20 %
TRAINING/TUITION	1,200	-	1,200	-	-	1,200.00	- %
DISPATCH EXPENSES	7,350	-	7,350	2,830.26	-	4,519.74	38.50 %
DISPATCH ENCUMBERED-MISC EXPENSES	500	-	500	500.00	-	-	100.00 %
DISPATCH ENCUMBRANCES	500	-	500	500.00	-	-	100.00 %
BLDG INSPECT F/T	74,788	-	74,788	37,426.26	-	37,362.14	50.00 %
BUILDING INSPECTION EXPENSE	4,739	-	4,739	1,361.83	-	3,377.47	28.70 %
BY-LAW CODIFICATIONS	6,800	-	6,800	-	-	6,800.00	- %
GAS INSPECTOR WAGES	21,137	-	21,137	10,568.35	-	10,568.28	50.00 %
GASPLUMBING INSPECTION	21,137	-	21,137	10,568.35	-	10,568.28	50.00 %
ELECTRIC INSP WAGES	24,660	-	24,660	12,330.24	-	12,330.18	50.00 %
WIRING ELECTRIC INSPECTOR	24,660	-	24,660	12,330.24	-	12,330.18	50.00 %
CIVIL DEFENSE UNCLASSIFIED SUPPLIES	100	-	-	-	-	100.00	- %

ACCOUNTS FOR: GENERAL FUND	ORIGINAL APPROP	TRANSFR/ ADJSTMNTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
TREE WARDEN EXPENSE	250	-	250	8.95	-	241.05	3.60 %
DUTCH ELM DISEASE	10	-	10	-	-	10.00	- %
INSECT/PEST/POISON IVY CONTROL	10	-	10	-	-	10.00	- %
HARBORS - WAGES	5,980	-	5,980	2,484.00	-	3,496.00	41.50 %
HARBORS & LANDINGS	1,469	-	1,469	133.50	-	1,335.24	9.10 %
ELECTRIC SERVICE	6,400	-	6,400	4,900.00	-	1,500.00	76.60 %
SCHOOL EXPENSES	2,523,680	-	2,523,680	903,223.58	-	1,620,456.42	35.80 %
ELEMENTARY SCHOOL	2,523,680	-	2,523,680	903,223.58	-	1,620,456.42	35.80 %
ELEMENTARY ENCUMBERED-MISC EXPENSES	214,311	-	212,149.05	-	-	2,162.02	99.00 %
EDUCATION ARTICLES	4,428	-	4,428	-	-	4,428.27	- %
CAPITAL ASSESSMENTS	174,718	-	174,718	87,358.00	-	87,360.00	50.00 %
OPERATING ASSESSMENT	3,334,430	-	3,334,430	1,667,216.00	-	1,667,214.00	50.00 %
OPERATING ASSESSMENT	338,548	-	338,548	203,128.00	-	135,420.00	60.00 %
DPW SALARIES	288,717	-	288,717	132,537.35	-	156,179.53	45.90 %
DPW O/T	1,300	-	1,300	1,023.71	-	276.29	78.70 %
DPW HOLIDAY	-	-	-	642.70	-	(642.70)	100.00 %
OUT-OF-GRADE	600	-	600	-	-	600.00	- %
DPW EXPENSES	136,386	-	136,386	106,301.45	1,190.00	28,894.55	78.80 %
DPW ENCUMBRANCES	5,335	-	5,335	5,334.69	-	-	100.00 %
DPW ARTICLES	5,306	-	5,306	-	-	5,306.00	- %
W & SAND- SALARIES	24,952	-	24,952	2,133.76	-	22,818.24	8.60 %
W & SAND EXPENSES	9,400	-	9,400	4,371.68	-	5,028.32	46.50 %
STREETLIGHTING	5,200	-	5,200	2,352.70	-	2,847.30	45.20 %
STREETLIGHTING ENCUMBERED	380	-	380	380.14	-	-	100.00 %
COLLECTION F/T	99,427	-	99,427	48,630.42	-	50,796.23	48.90 %
TRANSFER STATION - WAGES	7,400	-	7,400	6,455.00	-	945.00	87.20 %
COLLECT O/T	3,493	-	3,493	543.67	-	2,949.61	15.60 %
COLLECTIONS HOLIDAY	845	-	845	482.48	-	362.84	57.10 %

ACCOUNTS FOR: GENERAL FUND	ORIGINAL APPROP	TRANSFRS/ ADJSTMNTS	REVISED BUDGET	YTD EXPENDED	ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
COLLECTIONS EXPENDITURES	424,328	-	424,328	190,902.10	59,580.00	173,845.90	59.00 %
COLLECTION ENCUMBRANCES	5,963	-	5,963	5,963.31	-	100.00	100.00 %
VETERANS GRAVE OFFICER	75	-	75	-	75.00	-	- %
OLD CEMETARIES	200	-	200	-	200.00	-	- %
DPW/INR FACILITY	10,098	-	10,098	3,357.20	-	6,741.02	33.20 %
DPW BLDG-ENCUMBERED	497	-	497	340.68	-	156.42	68.50 %
DPW/INR FACILITY ARTICLES	9,177	-	9,177	-	9,177.33	-	- %
PUBLIC HEALTH - NURSE	6,500	-	6,500	1,210.00	-	5,290.00	18.60 %
HEALTH F/T	94,496	-	94,496	47,374.40	-	47,121.56	50.10 %
PUBLIC HEALTH EXPENSE	24,366	-	24,366	7,976.94	-	16,389.06	32.70 %
HEALTH - ENCUMBERED	2,216	-	2,216	1,792.15	-	424.28	80.90 %
MISC EXPENSE-INSPECTION OF ANIMALS	100	-	100	-	-	100.00	- %
INSPECTION OF ANIMALS	100	-	100	-	-	100.00	- %
COA SALARIES	80,653	-	80,653	39,240.31	-	41,413.09	48.70 %
COA P/T	15,129	-	15,129	6,856.33	-	8,272.95	45.30 %
COA EXPENSE	17,538	-	17,538	7,877.56	-	9,660.89	44.90 %
COA ENCUMBERED-MISC EXPENSES	135	-	135	38.50	-	96.50	28.50 %
COA/ADC SALARIES	97,662	-	97,662	47,798.54	-	49,863.54	48.90 %
COA/ADC EXPENSES	5,247	-	5,247	2,350.87	-	2,896.13	44.80 %
VETERAN'S ASSESSMENT	11,373	-	11,373	11,373.27	-	-	100.00 %
VETERANS BENEFITS	9,000	-	9,000	103.00	-	8,897.00	1.10 %
HUMAN SERVICES	45,000	-	45,000	12,812.50	-	32,187.50	28.50 %
LIBRARY F/T	120,233	-	120,233	60,741.71	-	59,490.89	50.50 %
LIBRARY P/T	33,027	-	33,027	16,649.95	-	16,376.89	50.40 %
LIBRARY EXPENSE	54,115	-	54,115	25,651.53	-	28,463.47	47.40 %
LIBRARY-ARTICLES	5,000	-	5,000	1,285.00	-	3,715.00	25.70 %
BEACH SALARIES	93,309	-	93,309	46,560.00	-	46,748.80	49.90 %
BEACH F/T & P/T	101,445	-	101,445	72,841.79	-	28,603.21	71.80 %

ACCOUNTS FOR: GENERAL FUND	ORIGINAL APPROV	TRANFRS/ ADJSTMNTS	REVISED BUDGET	EXPENDED	YTD ENCUM- BRANCES	AVAILABLE BUDGET	PCT USED
OVERTIME	-	-	2,420.83	-	(2,420.83)	100.00	%
BEACH EXPENSE	53,712	-	53,712	23,866.42	-	29,845.58	44.40 %
PARKING LOT ART 13 ATM 5/97	25,000	-	25,000	-	25,000.00	-	%
INFO BOOTH ART 13 ATM 597	2,398	-	2,398	-	2,397.88	-	%
DEBT SERVICE	1,033,987	-	1,033,987	643,955.92	-	390,031.06	62.30 %
BANK CHARGES	5,435	-	5,435	1,248.08	-	4,187.03	23.00 %
COUNTY ASSESSMENTS	168,966	-	168,966	83,425.50	-	85,540.50	49.40 %
STATE ASSESSMENTS	138,830	-	138,830	47,646.00	-	91,184.00	34.30 %
TOTAL EMPLOYEE BENEFITS	9,200	-	9,200	2,517.89	-	6,682.11	27.40 %
TOTAL EMPLOYEE BENEFITS-ENCUMBERED	3,815	-	3,815	-	3,814.57	-	%
RETIREMENT ASSESSMENT	607,856	-	607,856	303,928.00	-	303,928.00	50.00 %
UNEMPLOYMENT INSURANCE	12,000	-	12,000	2,786.00	-	9,214.00	23.20 %
TOWN SHARE-HEALTH INSURANCE	1,046,224	-	1,046,224	481,015.33	-	565,209.00	46.00 %
MEDICARE-TN SHARE	69,456	-	69,456	37,513.01	-	31,942.99	54.00 %
TOWN SHARE - INSURANCE	1,115,680	-	1,115,680	518,528.34	-	597,151.99	46.50 %
INSURANCE PREMIUMS	274,670	-	274,670	241,266.48	-	33,403.52	87.80 %
INSURANCE DEDUCTIBLES-ENCUMBERED	-	-	-	324.48	-	(324.48)	100.00 %
GRAND TOTAL GENERAL FUND	18,574,498	0	18,574,498	9,360,885.20	78,230.00	9,135,383.22	50.80 %

**SALARIES/WAGES**  
Paid in FY 2004

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
<b>Selectmen</b>						
Brookshire, Joyce	1,500.00					1,500.00
Burt, Linda		1,500.00				1,500.00
Collins, Kenelm			1,500.00			1,500.00
Curtis, Henry				1,500.00		1,500.00
Whitlock, Peter						
					<b>6,000.00</b>	
<b>Moderator</b>						
Newton, Thomas	150.00					150.00
<b>Administration</b>						
Martin, Carol		45,631.76				45,631.76
Speros, Lorraine		32,398.53				32,398.53
Vanderhoef, Sheila		100,486.99				100,486.99
<b>Assessing</b>						
Ellis, Dolores		35,170.26				35,170.26
Filzback, Gail		56,585.79				56,585.79
Loftus, Angela		15,123.33				15,123.33
Podlesney, Anthony		32,261.66				32,261.66
<b>Town Accountant Office</b>						
Heilala, Alexandra						36,183.20
Ryan, David						72,953.22

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
<b>Treasurer/Tax Collector</b>						
Days, Carol	16,193.50					16,193.50
Finlay, Victoria	28,228.96					28,228.96
Forni, Paul	363.72					363.72
Plante, Joan	54,705.12					54,705.12
Vitale, Lisa	29,165.26					29,165.26
						<b>128,656.56</b>
<b>Data Processing</b>						
Slavin, Jack	57,609.44					57,609.44
<b>Town Clerk's Office</b>						
Fischer, Suzanne	25,905.03					26,041.43
Kreber, Helen	14,808.97					17,741.57
Lamperti, Lillian	47,063.08					47,063.08
						<b>90,846.08</b>
<b>Planning Dept.</b>						
Boyd, Elaine	15,343.63					15,343.63
Whalen, Terence	49,380.11					49,380.11
						<b>64,723.74</b>
<b>Public Buildings</b>						
Coulter, John	6,948.48					6,948.48
Ford, Larry	87.89					87.89
Giguere, Richard	29,025.76					29,217.57
Mayer, John	6,656.19					7,064.69
Varley, Robert	408.50					40,627.84
						<b>83,946.47</b>

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
<b>Police Department</b>						
Bohannon, Adam	41,950.05	2,505.15			8,766.00	53,221.20
Casper, Gregory	34,763.78	3,181.12			8,485.50	46,430.40
Deschamps, Daniel	45,684.89	2,801.33			14,848.00	63,334.22
Fogg, Kathleen	37,026.89				57.00	37,083.89
Haley, Mark	57,101.85	15,859.81	2,450.58		6,124.00	80,135.66
Hedlund, Richard	94,718.68					99,719.26
Kelly, Michael	50,938.46	4,138.77			3,036.00	58,813.23
Lofstrom, David	2,933.66				5,657.77	8,591.43
Mei, Michael	34,528.60	6,184.22			5,878.00	46,590.82
Novotny, Benjamin	58,135.36	484.47			132.00	59,576.83
Palm, Diana	7,489.05					7,489.05
Pariseau, Stephen	27,657.47	3,149.52			5,151.00	35,957.99
Pierpont, Jonathan	53,783.64	6,722.98			10,188.75	72,295.37
Quigley, William	17,082.89					17,082.89
Roderick, Kenneth	62,116.07	7,519.42			1,200.00	71,495.49
Savin, Brian	53,420.52	21,924.70			550.00	8,548.25
Schnitzer, Robert	47,510.69	5,064.15				8,888.00
Sylvia, Norman	52,866.16	5,277.42			1,050.00	61,462.84
						70,112.08
						<b>973,836.12</b>
<b>Police Temp/Specials</b>						
Abair, Nicholas	816.00	117.00			9,327.50	933.00
Ambrosini, Nicholas	7,088.46	1,501.74				17,917.70
Avellar, Thomas	255.65					255.65
Ball, Matthew	228.00					228.00
Bent, George	228.00					228.00
Berrick, Jacob	4,844.85					6,695.85
Bohannon, Douglas	543.84					543.84
Chaprales, Charles	4,338.00	18.00				4,917.00

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
Collins, Thomas	2,975.99				1,318.00	4,293.99
Corrigan, Ronald	1,674.00				260.00	1,934.00
Cox, Jason	4,386.00				924.00	5,616.00
Davis, Douglas					264.00	264.00
Higgins, Scott	4,654.97				654.00	5,308.97
Legende, Peter	6,578.61				3,630.00	10,746.27
Mungovan, Katherine	228.00					228.00
Watson, Donald	540.40					3,905.65
						<b><u>64,015.92</u></b>
<b>Dispatch</b>						<b><u>183,690.85</u></b>
Amaral, Janet	33,138.14				5,165.29	38,303.43
Austin, Julie	40,849.16				20,633.25	64,327.92
Beaulieu, Melanie	32,078.44				2,370.85	34,449.29
Cicale, Rhea	31,861.44				9,697.82	41,559.26
Fiske, Rosemarie	4,822.95					4,822.95
Livingston, Jamie	228.00					228.00
						<b><u>833.33</u></b>
<b>Fire Department</b>						<b><u>38,359.80</u></b>
Abbott, Deborah	38,320.80					39.00
Bartolini, Barry	59,659.72					1,250.00
Bates, Vance	35,337.96					2,250.00
Burns, Steven	59,682.04					2,250.00
Edmunds, Brian	70,574.16					1,250.00
Francke, Barbara	44,991.12					2,250.00
Frazier, Charles	52,993.93					1,250.00
Long, Scott	36,739.40					2,250.00
Mickle, Theodore	70,161.40					48,090.91
						74,164.09

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
Morse, Kyle	38,529.88	7,705.71	1,219.80	2,250.00	49,705.39	
Olson, Glen	72,682.56		2,977.04	2,250.00	77,909.60	
Piltzecker, William	46,441.93	16,668.77	1,397.40	1,250.00	65,758.10	
Smith, Jennifer	62,951.22	8,744.23	2,002.44	2,250.00	75,947.89	
Sprague, William	57,483.04	24,762.27	2,327.44	2,250.00	86,822.75	
Stubbs, Lisa	54,594.14	13,843.26	1,894.41	5,113.67	75,445.48	
					<b>1,050,761.06</b>	
<b>Call Fire</b>						
Delude, Kevin		72.12			72.12	
Fisher, Kurt		1,382.30			1,882.30	
McGrath, James		1,705.61			2,705.61	
Therrien, Terrilee		1,120.32			1,370.32	
Topal, Rachel		2,584.30			3,084.30	
Van Buskirk, Ryan		2,570.70			2,820.70	
Watson Jr, Donald A		2,816.64			3,566.64	
					<b>15,501.99</b>	
<b>Building &amp; Health Insp</b>						
Adams II, Wallace	23,586.94				23,586.94	
Arthman-Fraher, Karen	767.25				767.25	
Crowley, Jane	54,516.40				54,516.40	
Defelice, Frank	56,527.20				56,527.20	
Magill-Strakele, Madelyn	31,676.40				32,226.40	
Olszewski, Julia	810.00				810.00	
Shea, Janice	26,029.34				26,029.34	
Stevens, Richard	4,241.75				4,241.75	
Van Ryswood, Scott	19,440.00				22,565.50	
					<b>3,125.50</b>	
						<b>221,270.78</b>

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
<b>Natural Resource</b>						
Carlow, Peter	30,417.60	701.49			264.42	31,383.51
Connors, Patrick	31,822.94				154.28	31,977.22
Crowell, Steven	405.00					405.00
Goddard, Nathaniel	16,675.84	689.86				17,365.70
Hackworth, Susan	775.00					775.00
Johnson, Keith	24,530.38					26,751.13
Joseph, Anthony	3,590.80					3,590.80
Lind Jr, Henry	56,527.20					57,427.20
Mugford, Richard	2,585.70					2,585.70
O'Connor, Michael	36,643.28	535.82			982.34	38,161.44
Stewart-Greeley, Kay	31,692.64					31,692.64
						<b>242,115.34</b>
<b>DPW/Transfer Station</b>						
Burgess, Alan	41,994.34	643.19				42,637.53
Cicale, Michael	24,637.00	706.19				25,343.19
Douglas, Stephen	59,918.40					65,702.87
Knowles, Robert	4,618.36					4,618.36
Kelleher, Terrence	3,360.00					3,360.00
Lopez, Victor	45,351.30	693.50				2,992.27
McMakin, Gary	40,071.79					3,935.71
Mickle, Martin	59,457.07	597.38				6,418.90
Nee, Daniel	240.00					
Peters, Jeff	36,202.01	50.63			1,822.84	38,075.48
Plakas, Michael	2,240.00					2,240.00
Steele, Raymond	26,925.47	635.73				27,561.20
Trautz, Vito	160.00					160.00
Vaughan, Heidi	37,651.54	170.05				31,692.64
						<b>41,256.45</b>
						<b>410,713.00</b>

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
<b>Library</b>						
Ford, Patricia	31,719.07					31,719.07
Gloo, Linda	13,586.51					13,586.51
Heard, Kathryn	3,080.00					3,080.00
Hoskey, Curry Rose	35,607.60					36,157.60
Magane, Martha	50,892.80					50,892.80
Wells, Cornelia	15,283.95					15,283.95
					<b>150,719.93</b>	
<b>COA / Human Services</b>						
Bishop, Frances	435.38					435.38
Burns, Maura	3,237.85					3,237.85
Busch, William	3,918.75					3,918.75
Cashin, Lucile	469.13					469.13
Davenport, Hilda	14,873.07					14,873.07
Dunham, Cynthia	25,110.91					25,110.91
Gill, Katherine	46,065.65					46,065.65
Hale, Bud	7,714.01					7,714.01
Hollister, Gordon	6,220.13					6,220.13
Holt, Ann Marie	4,592.71					4,592.71
Kahn, Olga	9,032.10					9,032.10
Klinger, Bette	19,480.02					19,480.02
Long, Moira	6,255.07					6,255.07
Meckel, June	60.75					60.75
Mickola, Kathryn	524.81					524.81
Razinha, Rose Marie	212.91					212.91
Shelton, Sandra	8,975.32					8,975.32
Speakman, Amanda	14,382.22					14,382.22
Szedlak, Sandra	30,233.02					30,233.02
White, Cynthia	895.87					895.87
Witt, Carolyn	8,936.50					8,936.50
						<b>212,526.18</b>

## TOTAL

## OTHER

## LONGEVITY

## OVERTIME

## BASE PAY

## NAME

**Beach & Recreation**

Bohannon, Meredith	4,425.01	4,425.01
Bologna, Laura	3,272.75	3,272.75
Bourbaon, Norah	3,315.51	3,315.51
Burns, Ashley	2,616.25	2,616.25
Burns, Nicole	2,750.26	2,750.26
Coakley, Kim	2,004.52	2,004.52
Corrigan, John	3,168.26	3,168.26
Corrigan, Michael	1,534.26	1,534.26
Dill, Andrew	1,197.00	1,197.00
Guo, Dee	2,182.64	2,182.64
Harkleroad, Erin	864.50	864.50
Harnett, Lauren	1,881.01	1,881.01
Henderson, Robyn	311.13	311.13
Hollander-Essig, Nathaniel	2,823.89	2,823.89
Hoskey, George	38.00	38.00
Kiley, Colin	2,239.25	2,239.25
Laroque, Nicholas	1,330.00	1,330.00
Mullett, Danielle	7,472.14	7,472.14
Nelson, Jennifer	1,216.00	1,216.00
Nelson, Krystle	1,277.75	1,277.75
Nicholson, Jeffrey	3,194.38	3,194.38
Owens, Peter	340.63	340.63
Powers, Mark	54,516.40	54,516.40
Rembizz, Christine	37,616.17	37,616.17
Rosa, David	2,011.64	2,011.64
Rudd, Tessa	3,122.25	3,122.25
Ryder, Ana	1,242.13	1,242.13
Sawyer, Brian	3,488.89	3,488.89
Sibilia, Kristin	3,033.14	3,033.14
Skiba, Mollie	2,643.76	2,643.76

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
Stein, Lisa	19.00					19.00
Stoughton, Andrea	3,313.14					3,313.14
Tansey, Joan	1,830.90					1,830.90
Underhill, Tiffany	2,964.13					2,964.13
Woods, Warren	2,960.77					2,960.77
						<b>168,217.41</b>
<b>Olde Mill</b>						
Chenoweth, Russell	49.00					49.00
Eagles, David	1,113.00					1,113.00
Owens, James	1,925.70					1,925.70
						<b>3,087.70</b>
<b>Information Booth</b>						
Fisher, Linda	30.63					30.63
Lightfoot, Muriel	1,221.88					1,221.88
Morissette, Susan	2,140.02					2,140.02
Nickerson, Marcia	1,875.89					1,875.89
Rapose, Jean	148.13					148.13
Rego, Patricia	2,883.01					2,883.01
Thomas, Cathy	403.75					403.75
Underhill, Nancy	2,703.03					2,703.03
						<b>11,406.34</b>
<b>Elections &amp; Registrations</b>						
Anthony, Mary	24.00					24.00
Blaisdell, Olive	25.50					25.50
Brocklebank, Veronica	122.20					122.20

NAME	BASE PAY	OVERTIME	HOLIDAY	LONGEVITY	OTHER	TOTAL
Buda, Francine	9.00					9.00
Carlin, Carolyn	36.00					36.00
Chavez, Cheryl	39.00					39.00
Conrad, Hawkins	36.00					36.00
Conte, Barbara	24.00					24.00
Conte, Felix	24.00					24.00
Cornish, Donovan	36.00					36.00
Crozier, Ann	39.00					39.00
Dedrick-Doherty, Heidi	27.00					27.00
Doyle, Mary	57.20					57.20
Ducey, Rosarie	31.50					31.50
Kappock, Eleanor	39.00					39.00
Kelley, Donna	36.00					36.00
Krum, William	87.00					87.00
Nugent, William	36.00					36.00
Phillips, Rita	60.00					60.00
Pierpont, Robin	25.50					25.50
Rew, Mary	60.00					60.00
Ross, Walter	96.00					96.00
Shea, Shawn	150.00					150.00
Smith, William	36.00					36.00
Strakele, Barbara	67.50					67.50
Thurston, Carol	66.00					66.00
Thurston, Roger	66.00					66.00
Watras, Henry	141.00					141.00
Weber, Alice	66.00					66.00
						<b>1,562.40</b>

**EASTHAM ELEMENTARY SCHOOL SALARIES**  
**2003 - 2004**

EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
AMES KIMBERLY	TEACHER	\$51,755	
BARNARD LINDA	LIBRARIAN	\$63,298	\$1,400 Lexington
BENNETT KATY	EDUCATIONAL ASSISTANT	\$15,045	
BROWN MURIEL	TEACHER	\$56,271	
BURT CHRISTOPHER	SUMMER CUSTODIAN	\$3,389	
BURT LINDA	HEAD CUSTODIAN	\$40,869	\$750 Longevity
CARLISLE JILL	TEACHER	\$55,978	
CHIVAS CHRISTINE	TEACHER	\$26,429	\$26,536 TITLE I GRANT FUNDS
CHUDOMEL DIANE	EDUCATIONAL ASSISTANT	\$11,467	\$250 Longevity
CHUDOMEL DIANE	EDUCATIONAL ASSISTANT		\$10,348 IDEA GRANT FUNDS
CONDON KATHLEEN	TEACHER	\$16,744	
CONSIGLIO ARLINE	PRINCIPAL'S SECRETARY	\$31,960	
CONSIGLIO ARLINE	SECRETARY TO SCHOOL COUNCIL	\$516	
CURREY PATRICIA	CUSTODIAN	\$23,245	
DAVIS KATHY	TEACHER	\$55,208	
DEEGAN TRACEY	TEACHER		\$12,405 TITLE I GRANT FUNDS
DEEGAN TRACEY	TEACHER		\$37,358 REAP GRANT FUNDS
DOUGLAS DIANE	CAFETERIA MANAGER	\$11,720	\$750 Longevity
DOUGLAS DIANE	CAFETERIA MANAGER		\$11,736 REVOLVING ACCOUNT FUNDS
ESCHER TINA	TEACHER		\$70,000 READING 1ST GRANT FUNDS
FLAHERTY ANNIE	TEACHER		\$1,200 Longevity
FORGERON SUSAN	TEACHER		\$7,739 KINDERGARTEN GRANT FUNDS
FRANKLIN CYNTHIA	EDUCATIONAL ASSISTANT		
FRYER AMY	TEACHER		\$52,025
GENOIS MARY	TEACHER		\$16,562
GORMAN SHANNON	COTA		\$10,701

EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
GRANT CYNDI	SUBSTITUTE CALLER	\$2,000	
GRECO REBECCA	EDUCATIONAL ASSISTANT	\$17,278	
HELMAN SUSAN	PRINCIPAL	\$86,940	
HENSLER JOAN	LEXINGTON	\$1,400	
HOLLAND ALICE	EDUCATIONAL ASSISTANT	\$18,314	\$250 Longevity
HOLLANDER-ESSIG CHARLES	TEACHER	\$12,083	\$180 Longevity
HOUGHTON CAROL	TEACHER	\$35,320	\$1,400 Lexington
HOURIHAN MAUREEN	TEACHER	\$11,441 EDUCATOR	QUALITY GRANT FUNDS
KLINEFELTER PATRICIA	TEACHER	\$55,978	
LOPEZ CAROL	EDUCATIONAL ASSISTANT	\$24,511	\$750 Longevity
LORANGER EILEEN	TEACHER	\$54,106	
LOWE ALICIA	SUMMER CUSTODIAN	\$2,795	
MARTIN-LANGTRY DONNA	SPEECH THERAPIST	\$60,415	
MCCARTHY MARY	TEACHER	\$60,415	
MCCLUSKEY LINDA	PHYSICAL THERAPIST	\$5,878	
MCGUIRE TONIA	EDUCATIONAL ASSISTANT	\$14,506	
MORRIS LOUISE	TEACHER	\$60,862	
NEWTON JULIE	TEACHER	\$47,191	
O'BRIEN KELLY	EDUCATIONAL ASSISTANT	\$63,298	\$14,506 TITLE I GRANT FUNDS
O'CONNOR KAREN	TEACHER	\$63,298	\$900 Longevity
PACKETT JAMES	ASSISTANT TO THE PRINCIPAL	\$4,355	\$2,900 Longevity/Lexington
PACKETT JAMES	TEACHER	\$45,912	
PENO ERICA	EDUCATIONAL ASSISTANT		\$7,739 KINDERGARTEN GRANT FUNDS
PETTENGILL ADAM	EDUCATIONAL ASSISTANT		
PIERCE KIRSTEN	EDUCATIONAL ASSISTANT	\$14,506	
POITRAS EILEEN	TEACHER	\$30,675	
REICHERS KAREN	SCHOOL NURSE	\$42,944	
REQUA-TRAUTZ SUZANNE	EDUCATIONAL ASSISTANT	\$12,278	
ROSSI JENNIFER	EDUCATIONAL ASSISTANT	\$15,377	
ROY BONNIE	TEACHER	\$59,577	
SANTOS MARK	CUSTODIAN	\$31,105	

EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
SHAW TAMSYN	TEACHER	\$27,225	
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	\$16,299	
SOUVE LORI	TEACHER		\$36,709 TITLE I GRANT FUNDS
SPRINGER SONI	EDUCATIONAL ASSISTANT		\$12,624 KINDERGARTEN GRANT FUNDS
STEBER DAWN	TEACHER	\$32,200	
SULLIVAN SUZANNE	EDUCATIONAL ASSISTANT		\$7,739 KINDERGARTEN GRANT FUNDS
TEMPLETON MARCIA	SECRETARY TO SCHOOL COMMITTEE		
VALENTI KATHLEEN	SCHOOL PSYCHOLOGIST	\$774	
VARLEY ELISE	OFFICE/DATA MANAGEMENT	\$60,592	
VARLEY LAURA	SECRETARY		
WALLACE COLLEEN	SPEECH THERAPY ASSISTANT	\$22,111	
WEBER JILL	CAFETERIA WORKER	\$13,576	
WESLEY ALYSON	EDUCATIONAL ASSISTANT	\$11,923	
WHARTON KAREN	TEACHER	\$18,314	
WOOD KELLY	TEACHER	\$38,700	
YAKOLA COREEN	CAFETERIA WORKER	\$44,145	\$250 Longevity
YAKOLA ERIC	TEACHER	\$8,443	
	TEACHER	\$55,978	
	TEACHER	\$55,978	
			<u><u>\$2,000,376</u></u>
			<b>TOTAL ELEMENTARY SCHOOL</b>

**NAUSET REGIONAL SCHOOL DISTRICT SALARIES**  
**2003 - 2004**

<b>CENTRAL OFFICE STAFF EMPLOYEE</b>	<b>POSITION</b>	<b>TOTAL</b>	<b>INCLUDED IN TOTAL</b>
CARETTI ANN	DIRECTOR OF STUDENT SERVICES	\$86,256	\$600 Longevity
DAVIS LAURIE	SECRETARY TO BUS MGR	\$39,604	\$750 Longevity
DEVITO ARLYNN	SECRETARY TO STUDENT SVCS DIR	\$36,510	
GRADONE MICHAEL	SUPERINTENDENT OF SCHOOLS	\$118,976	\$6,700 Longevity/Annuity
HYLAND SUSAN	BUSINESS MANAGER	\$88,701	\$1,800 Longevity
KANAVOS JOYCE	RECEP/ACCTS PAYABLE/DATA MGMT	\$26,488	
MAGUIRE MARY ANN	FOOD SERVICES BOOKKEEPER	\$36,175	\$600 Longevity
MEDEIROS LINDA	ASSISTANT SUPERINTENDENT	\$89,219	\$600 Longevity
MEDEIROS LINDA	ASSISTANT SUPERINTENDENT		\$12,027 TITLE I GRANT FUNDS
MORAN MICHAEL	FOOD SERVICES DIRECTOR	\$38,901	
NEWMIER WILHELMINA	SECRETARY TO SUPT	\$51,906	\$1,500 Longevity
NEWMIER WILHELMINA	SECRETARY TO SCHOOL COMMITTEE	\$413	
NOURY PAUL	PAYROLL/BENEFITS SERVICES	\$36,510	
NOWACK JAMES	ACCOUNTING MANAGER	\$50,349	\$600 Longevity
POPOLI ANDREA	ACCOUNTS PAYABLE	\$36,510	\$1,000 Longevity
REISER MARY	SECRETARY TO A/SUPT	\$40,037	\$3,200 TITLE I GRANT FUNDS
SCHROCK KATHLEEN	ADMINISTRATOR FOR TECHNOLOGY	\$58,093	
TEMPLETON MARCIA	PERSONNEL COORDINATOR	\$49,992	\$1,500 Longevity
YOUNG BARBARA	SECRETARY		\$7,904 Paid by Grants
			<b>\$884,639</b>
	<b>TOTAL CENTRAL OFFICE</b>		

**NAUSET HIGH SCHOOL STAFF**  
**EMPLOYEE**

POSITION	TOTAL	INCLUDED IN TOTAL
SCHOOL PSYCHOLOGIST	\$69,466	
TEACHER	\$55,858	
CUSTODIAN	\$28,317	
TEACHER	\$12,970	
TEACHER	\$46,298	\$17,000 IDEA GRANT FUNDS
TEACHER	\$49,763	
TEACHER	\$56,986	
EDUCATIONAL ASSISTANT	\$23,124	\$250 Longevity
TEACHER	\$36,709	
TEACHER	\$36,709	
GROUNDSMAN	\$36,135	\$300 Longevity
ATHLETIC TRAINER	\$30,000	
EDUCATIONAL ASSISTANT	\$3,663	
TEACHER	\$33,488	\$250 Longevity
TEACHER	\$47,747	
TEACHER	\$48,711	
TEACHER	\$56,271	
TEACHER	\$63,298	\$1,500 Longevity
EDUCATIONAL ASSISTANT	\$17,278	
TEACHER	\$64,850	
TEACHER	\$63,298	\$2,900 Longevity/Lexington
TEACHER	\$47,747	
PERMANENT SUBSTITUTE	\$16,318	
CUSTODIAN	\$33,570	\$400 Longevity
EDUCATIONAL ASSISTANT	\$5,552	\$9,825 IDEA GRANT FUNDS
TEACHER	\$53,710	
PRINCIPAL	\$105,742	
TEACHER	\$64,850	\$1,800 Longevity
OCCUPATIONAL THERAPIST	\$3,379	\$1,400 Lexington
TEACHER	\$42,538	

**NAUSET HIGH SCHOOL STAFF  
EMPLOYEE**

POSITION	TOTAL	INCLUDED IN TOTAL
CAFETERIA WORKER	\$13,649	
PRINCIPAL'S SECRETARY	\$36,510	\$600 Longevity
TEACHER	\$60,415	\$2,900 Longevity/Lexington
TEACHER	\$44,145	
TEACHER	\$64,850	\$900 Longevity
TEACHER	\$51,644	
TEACHER	\$64,850	
COUNSELOR	\$61,153	
TEACHER	\$45,274	
TEACHER	\$60,415	
TEACHER	\$63,298	
CAFETERIA WORKER	\$13,754	\$250 Longevity
TEACHER	\$49,763	
CUSTODIAN	\$25,865	
TEACHER	\$5,066	
CUSTODIAN	\$30,420	\$300 Longevity
TEACHER	\$58,523	
TEACHER	\$63,298	
TEACHER	\$63,612	
TEACHER	\$43,630	
CAFETERIA WORKER	\$13,754	\$250 Longevity
TEACHER	\$36,362	
TEACHER	\$40,250	
ASST PRINCIPAL'S SECRETARY	\$24,737	\$600 Longevity
EDUCATIONAL ASSISTANT	\$19,414	
TEACHER	\$63,298	
TEACHER	\$11,254	
TEACHER	\$63,298	
EDUCATIONAL ASSISTANT	\$14,506	
TEACHER	\$55,208	
		\$900 Longevity

**NAUSET HIGH SCHOOL STAFF**  
**EMPLOYEE**

POSITION	TOTAL	INCLUDED IN TOTAL
TEACHER	\$40,340	
TEACHER	\$43,630	
TEACHER	\$49,280	
TEACHER	\$54,106	
TEACHER	\$53,710	
TEACHER	\$63,298	
COUNSELOR	\$39,724	
TEACHER	\$52,965	
EDUCATIONAL ASSISTANT	\$24,511	\$250 Longevity
TEACHER	\$24,204	
TEACHER	\$48,101	
TEACHER	\$23,237	
TEACHER	\$22,378	
TEACHER	\$41,293	
TEACHER	\$55,858	
TEACHER	\$55,978	\$1,500 Longevity
TEACHER	\$42,382	\$500 Longevity
TEACHER	\$16,296	\$400 Longevity
TEACHER	\$55,208	
TEACHER	\$41,1953	
TEACHER	\$43,630	
GUIDANCE SECRETARY	\$36,176	
ASSISTANT PRINCIPAL	\$79,637	
EDUCATIONAL ASSISTANT	\$18,383	\$3,800 Longevity/Prof Dev
OFFICE/DATA MANAGEMENT SECRETARY	\$27,274	\$500 Longevity
TEACHER	\$63,298	
TEACHER	\$56,986	\$900 Longevity
TEACHER	\$64,860	\$1,200 Longevity
PHYSICAL THERAPIST	\$8,817	
TEACHER	\$63,298	

NAUSET HIGH SCHOOL STAFF EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
MCCULLY KATHLEEN	VIDEO MEDIA SPECIALIST	\$51,644	
MCGOWN JANE	TEACHER	\$46,837	
MCKENZIE LORI	CAFETERIA MANAGER	\$22,109	\$250 Longevity
MCMAHON MICHELE	TEACHER	\$63,298	
MCMILLIN MAURA KERSE	TEACHER	\$60,415	
METTERS CHERYL	TEACHER	\$63,298	\$900 Longevity
MILBIEF ROBERT	ASSISTANT PRINCIPAL	\$79,637	\$4,300 Longevity/Lexington/Prof Dev
MOSESSO ANGELA	TEACHER	\$64,850	
MOULTON SUZANNE	LEXINGTON	\$1,400	
MOUNTAIN MARY ELLEN	TEACHER	\$63,298	
NELSON ROGER	EDUCATIONAL ASSISTANT	\$17,278	
NOVACON KAREN	TEACHER	\$47,747	
O'CONNELL CORNELIUS	CUSTODIAN	\$35,611	\$400 Longevity
O'NEILL SUSAN	SCHOOL NURSE	\$46,009	\$2,300 Longevity/Lexington
PILLSBURY TIMOTHY	CUSTODIAN	\$3,258	
POTTS DAVID	TEACHER	\$51,041	
POZGAY PATRICIA	LIBRARIAN	\$55,978	
QUILL JOANNE	TEACHER	\$55,208	
RANDALL JONATHAN	TEACHER	\$64,850	\$1,200 Longevity
READ LYNN	EDUCATIONAL ASSISTANT	\$17,278	
RICE ROBERT	TEACHER	\$64,850	\$2,900 Longevity/Lexington
ITCHIE MARIE	CAFETERIA WORKER	\$13,903	\$750 Longevity
RIVERS JOHN	TEACHER	\$59,577	\$2,600 Longevity/Lexington
ROUILLARD NANCY	CAFETERIA WORKER	\$8,153	
ROULEAU JON	TEACHER	\$58,092	\$1,400 Lexington
SAIN WILLIAM	CUSTODIAN	\$17,957	
SCANLON JAMES	COUNSELOR	\$66,566	
SCHACHTER SHARON	TEACHER	\$45,912	
SCHWEBACH SUZANNE	EDUCATIONAL ASSISTANT	\$18,314	\$250 Longevity
SHEPTYCK LORA	ASST PRINCIPAL'S SECRETARY	\$25,781	\$2,600 Longevity/Sub Caller Stipend
SHYNE JAMES	COUNSELOR	\$62,013	

NAUSET HIGH SCHOOL STAFF EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
SKEIRIK JOHN	EDUCATIONAL ASSISTANT	\$24,511	
SMITH DOROTHEA	COUNSELOR	\$47,475	\$750 Longevity
SMITH LORRAINE	SPEECH THERAPIST	\$25,319	
SMITH STORM	EDUCATIONAL ASSISTANT	\$20,580	
STANNARD MEREDITH	ADJUSTMENT COUNSELOR	\$64,305	
STANTON KEITH	TEACHER	\$63,298	
STEVENS HEATHER	TEACHER	\$47,747	
STEVENS PAUL	CAFETERIA WORKER	\$3,746	
SULLIVAN ALLAN	TEACHER	\$12,083	
SWINIARSKI STEPHEN	TEACHER	\$55,978	
TAYLOR KAREN HEPINSTALL	TEACHER	\$54,106	
THOMPSON BAMBI	TEACHER	\$40,340	
TOBLER TEAL	TEACHER	\$15,297	\$20,000 IDEA GRANT FUNDS
TRINGALE KATHLEEN	TEACHER	\$48,101	
TROTTA JUDITH	TEACHER	\$60,415	
TUPPER KATHARINE	SPECIAL EDUCATION SECRETARY	\$22,231	
VIENNEAU ELAINE	TEACHER	\$36,709	
WALKER ROBIN	TEACHER	\$71,671	\$1,200 Longevity
WARD PRISCILLA	TEACHER	\$41,860	
WHITE GREG	TEACHER	\$40,340	
WILKINSON ROBERT	TEACHER	\$63,298	\$2,900 Longevity/Lexington
WOOD DAVID	TEACHER	\$63,298	
WRIGHT PHILIP	TEACHER	\$55,208	
ZAWADZKAS JANE	TEACHER	\$55,208	
<b>TOTAL HIGH SCHOOL</b>			<b><u>\$6,212,644</u></b>

**NAUSET MIDDLE SCHOOL STAFF  
EMPLOYEE**

**INCLUDED IN TOTAL**

**TOTAL**

POSITION	
TEACHER	\$64,850
SPECIAL EDUCATION SECRETARY	\$25,781
PRINCIPAL	\$93,150
TEACHER	\$60,415
TEACHER	\$46,251
MAINTENANCEMAN	\$18,072
TEACHER	\$53,301
TEACHER	\$60,415
OCCUPATIONAL THERAPIST	\$2,123
TEACHER	\$27,053
EDUCATIONAL ASSISTANT	\$5,696
TEACHER	\$1,204
DEAN OF STUDENTS	\$74,271
TEACHER	\$38,787
COUNSELOR	\$33,629
TEACHER	\$63,298
ASSISTANT PRINCIPAL	\$76,489
OFFICE/DATA MANAGEMENT SECRETARY	\$12,268
EDUCATIONAL ASSISTANT	\$10,891
EDUCATIONAL ASSISTANT	\$250 Longevity
TEACHER	\$8,523 IDEA GRANT FUNDS
COUNSELOR	\$1,500 Longevity
TEACHER	\$60,415
COUNSELOR	\$47,637
TEACHER	\$55,208
TEACHER	\$60,415
TEACHER	\$25,537
TEACHER	\$48,298
TEACHER	\$64,850
EDUCATIONAL ASSISTANT	\$18,314
CAFETERIA WORKER	\$7,564
TEACHER	\$35,746

**NAUSET MIDDLE SCHOOL STAFF**

EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
DESTEFANO TRACY LEE	INTERPRETER/EDUCATOR	\$23,814	
DICKINSON ELAINE	TEACHER	\$55,208	
DOMINIC BARBARA	SOCIAL WORKER	\$25,116	
DUNBAR CRAIG	CUSTODIAN	\$25,310	
DYER ANNE MARIE	TEACHER	\$53,710	
FURMAN PATRICIA	EDUCATIONAL ASSISTANT	\$15,377	
GATTO KATHLEEN	SCHOOL PSYCHOLOGIST	\$64,638	
GEARY ANNE	TEACHER	\$63,298	
GENGARELLY LAURIE	EDUCATIONAL ASSISTANT	\$23,164	\$500 Longevity
GIBSON JUDITH	SCHOOL PSYCHOLOGIST	\$1,702	\$22,281 IDEA GRANT FUNDS
GODDARD JASMINE	EDUCATIONAL ASSISTANT	\$6,066	
GOGUEN RONALD	TEACHER	\$63,298	
HAGOPIAN BERJ	TEACHER	\$45,017	
HALE SARAH	PERMANENT SUBSTITUTE	\$13,054	
HALE SARAH	TEACHER	\$14,848	
HALL JANE	TEACHER	\$64,850	\$2,600 Longevity/Lexington
HAMMOND MAJEN	TEACHER	\$55,083	
HANRIHAN CAROLE	TEACHER	\$11,448	
HANSEN LAWRENCE	TEACHER	\$64,850	
HELEEN BONILYN	TEACHER	\$64,850	
HIRSCH LINDSEY	TEACHER	\$35,297	
JACKMAN CHRISTINE	SOCIAL WORKER	\$44,914	
JACKMAN MARGARET	EDUCATIONAL ASSISTANT	\$7,175	
JOHNSON LINDA	GUIDANCE SECRETARY	\$36,176	\$600 Longevity
KENDREW INGRID	TEACHER	\$47,850	
KENNEY DIANNE	TEACHER	\$40,340	
KNOWLES AGNES	TEACHER	\$64,850	
KRENIK JOHN	TEACHER	\$55,978	
KRUGER SARAH	LIBRARIAN	\$63,298	
LAFLEUR ROBIN	TEACHER	\$60,415	
		\$64,850	\$2,900 Longevity/Lexington

NAUSET MIDDLE SCHOOL STAFF EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
LANOIE CLAIRE	TEACHER	\$55,978	
LAVOIE CHRISTINE	TEACHER	\$35,297	
LEONHARDT KAREN	TEACHER	\$64,850	
LEVY ELOISE	TEACHER	\$63,298	
LINEHAN MAUREEN	CAFETERIA WORKER	\$14,273	
LOFSTROM KATHLEEN O'LEARY	ASST PRINCIPAL'S SECRETARY	\$25,781	\$400 Longevity
LOISELLE JOSEPH	GROUNDSMAN	\$35,611	
LOOSLI LESLI	CHORAL DIRECTOR	\$7,000	
MASTERSON ROBERT	LEXINGTON	\$1,400	
MCCLUSKEY LINDA	PHYSICAL THERAPIST	\$2,519	
MCCONCHIE ANN	TEACHER	\$60,415	
MCGUINNESS DEBORAH	ASL TUTOR	\$19,845	
MENDOZA SUSAN	CUSTODIAN	\$35,611	\$300 Longevity
MILLER EILEEN	CAFETERIA WORKER	\$15,206	\$250 Longevity
MILLER JUDITH	TEACHER	\$64,850	\$2,600 Lexington
MINISTERI MARY	TEACHER	\$63,298	\$1,200 Longevity
MONIZ CYNTHIA	TEACHER	\$14,467	\$11,387 TITLE I GRANT FUNDS
MOORE MICHAEL	TEACHER	\$63,298	
MOORE SHARON	SUBSTITUTE CALLER	\$2,000	
MORASH KATHLEEN	EDUCATIONAL ASSISTANT	\$15,377	
MORGAN SHARON	EDUCATIONAL ASSISTANT	\$3,762	\$250 Longevity
MORRIS CATHERINE	EDUCATIONAL ASSISTANT	\$19,414	\$250 Longevity
MUNROE RACHEL	EDUCATIONAL ASSISTANT	\$7,979	
NEEDEL ANNE	TEACHER	\$48,101	
NICKERSON LINDA	REGISTERED NURSE	\$15,366	
NIDWESKI STEPHEN	CAFETERIA MANAGER	\$24,335	
NOONAN JOHN	TEACHER	\$42,538	
OGDEN VIRGINIA	TEACHER	\$54,339	
O'NEIL DAWN	TEACHER	\$54,106	
O'NEILL DENNIS	TEACHER	\$64,850	
			\$2,900 Longevity/Lexington

**NAUSET MIDDLE SCHOOL STAFF**

EMPLOYEE	POSITION	TOTAL	INCLUDED IN TOTAL
PAGE PHILLIP	CUSTODIAN	\$38,761	\$300 Longevity
PAVLU EDWARD	TEACHER	\$44,145	
PHELAN ANN	COUNSELOR	\$26,077	\$250 Longevity
PIEBES GAIL	EDUCATIONAL ASSISTANT	\$20,580	
PRALL MARK	TEACHER	\$16,517	
PRICKITT ELOISE	TEACHER	\$45,912	
REDDISH KAREN	TEACHER	\$48,101	\$1,500 Longevity
REID ABIGAIL	TEACHER	\$60,415	\$250 Longevity
REIS VICTORIA	CAFETERIA WORKER	\$15,206	
RICHARD PAUL	HEAD CUSTODIAN	\$42,720	
RICHARDS SHARON	EDUCATIONAL ASSISTANT	\$17,278	
ROBERTS CRISTIN	TEACHER	\$38,177	
RYAN JENNIFER	TEACHER	\$58,523	
SALEMME ROBERT	EDUCATIONAL ASSISTANT	\$518	\$900 Longevity
SEARS MARIELLEN	TEACHER	\$60,415	
SHAW LESLIE KENNEDY	INTERPRETER/EDUCATOR	\$45,360	\$25,000 IDEA GRANT FUNDS
SHEEHAN WILLIAM	TEACHER	\$30,858	
SHILLINGAW CORA	EDUCATIONAL ASSISTANT	\$6,806	
SHUEMAKER JENNIFER	EDUCATIONAL ASSISTANT	\$11,022	
SMITH LORRAINE	SPEECH THERAPIST	\$37,979	\$5,995 IDEA GRANT FUNDS
SOUSA KATIE	TEACHER	\$39,917	
SOUZA JUDITH	CAFETERIA WORKER	\$15,206	\$250 Longevity
SPENCER SUSAN	EDUCATIONAL ASSISTANT	\$18,314	\$250 Longevity
STACK MARY	TEACHER	\$47,747	
STARUK KAREN	EDUCATIONAL ASSISTANT	\$21,815	\$250 Longevity
STEWART JILL	SCHOOL NURSE	\$47,084	
STEWART SUSAN	EDUCATIONAL ASSISTANT	\$19,414	
THACKERAY MEGAN	EDUCATIONAL ASSISTANT	\$17,278	
TIGHE KENNETH	CUSTODIAN	\$30,220	
TOLAND EDWARD	LEXINGTON	\$1,400	
TUITE DEBORAH	TEACHER	\$44,663	

NAUSET MIDDLE SCHOOL STAFF EMPLOYEE		POSITION	TOTAL	INCLUDED IN TOTAL
TXUBURY EDITH		PRINCIPAL'S SECRETARY	\$36,510	
VECHIONE BRENDA		TEACHER	\$63,298	
VINING KERRI		TEACHER	\$42,944	
WAGNER DAVID		EDUCATIONAL ASSISTANT	\$6,816	
WARREN PATRICIA		TEACHER	\$38,700	
WHITE RICHARD		CUSTODIAN	\$35,611	\$500 Longevity
WILEY KERRY		EDUCATIONAL ASSISTANT	\$24,511	\$500 Longevity
<b>TOTAL MIDDLE SCHOOL</b>			<b>\$4,679,752</b>	
NAUSET REGION SHARED EMPLOYEE		POSITION	TOTAL	INCLUDED IN TOTAL
BLOOMER MARY KATE		OCCUPATIONAL THERAPIST	\$11,729	IDEA GRANT FUNDS
CRABTREE LISA		OCCUPATIONAL THERAPIST	\$38,357	IDEA GRANT FUNDS
DOMINIC BARBARA		SOCIAL WORKER	\$16,744	IDEA GRANT FUNDS
Fee KATHRYN		TREASURER	\$5,150	
FITZGERALD ESTHER		SECRETARY TO ADULT ED DIR	\$7,123	
GORMAN SHANNON		OCCUPATIONAL THERAPIST		
NEWMIER WILHELMINA		SECRETARY TO SCHOOL COMMITTEE		
ROTTI ROBERT		ADULT EDUCATION DIRECTOR	\$877	
TXUBURY EDITH		SECRETARY TO SCHOOL COUNCIL	\$22,800	
WILBERT PAULA		COTA	\$516	
<b>TOTAL SHARED</b>			<b>\$36,466</b>	



# TREASURER'S REPORT

## TREASURER'S CASH JUNE 30, 2004

Cash & Checks in Office	\$	150
Non-Interest Bearing Checking Accounts	\$	-
Interest Bearing Checking Accounts	\$	9,155
Liquid Investments		\$5,334,077
Trust Funds		<u>\$ 422,037</u>
<b>Total All Cash and Investments</b>		<b><u>\$ 5,765,419</u></b>

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

## TRUST FUNDS JUNE 30, 2003

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON-EXPENDABLE</u>	<u>BALANCE</u>
		6/30/04	
Timothy Smith Fund	\$174,121.38	\$50,000.00	\$224,121.38
Olde Wind Grist Mill	\$ 2,820.72	\$ 5,000.00	\$ 7,820.72
Original' Olde Wind Grist Mill	\$ 292.35	\$ 500.00	\$ 792.35
Town Hall Fund	\$ 2,122.32	\$ 1,400.00	\$ 3,522.32
Town Hall Income Fund	\$ 16.39	\$ -	\$ 16.39
World War I Memorial Fund	\$ 1,815.31	\$ 268.38	\$ 2,083.69
Maurice Wiley Scholarship Fund	\$ 2,709.99	\$ 2,040.00	\$ 4,749.99
Mercy Mines Cemetery Fund	\$ 670.32	\$ 50.00	\$ 720.32
Frank O. Daniels Cemetery Fund	\$ 41.67	\$ 50.00	\$ 91.67
Eastham Grange Educational Aid	\$ 9,940.63	\$ -	\$ 9,940.63
Law Enforcement Trust	\$ 551.54	\$ -	\$ 551.54
Stabilization	\$ 18,023.20	\$ -	\$ 18,023.20
Library Trustees Interest Account	\$ 59,785.46	\$ -	\$ 59,785.46
Library Trustees Memorial Fund	\$ 7,020.90	\$ 44,630.31	\$ 51,651.21
Eugenia & Andrew Merrill Memorial Fund	\$ 491.61	\$ 500.00	\$ 991.61
Robert C. Billings Memorial Fund	\$ 4,072.26	\$ 14,000.00	\$ 18,072.26
Thomas R. Cawley Memorial Fund	\$ 903.33	\$ 1,275.00	\$ 2,178.33
Gertrude D. Nason Memorial Fund	\$ 1,731.37	\$ 2,500.00	\$ 4,231.37
Gertrude P. Zollinger Memorial Fund	\$ 649.11	\$ 1,000.00	\$ 1,649.11
Robert W. Sparrow Memorial Fund	\$ 217.45	\$ 8,162.00	\$ 8,379.45
Capt. Cyrus H. Campbell Memorial Fund	\$ 479.64	\$ 1,000.00	\$ 1,479.64
Vivian Andrist Memorial Fund	\$ 24.45	\$ 1,160.00	\$ 1,184.45

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

**COLLECTOR'S REPORT**  
**OUTSTANDING TAXES**  
**June 30, 2004**

	Uncollected Taxes 06/30/03	Commit- ments	Abatements and Adjustments	Transfers to Tax Title	Collections Net of Refunds	Uncollected Taxes 6/30/04
<b>Real Estate</b>						
2002	\$ 14,085.00					
2003	\$ 149,769.00					
2004	\$ -					
<b>Land Bank</b>						
2002	\$ 337.00					
2003	\$ 4,252.00					
2004	\$ -					
<b>Personal Property</b>						
Prior Years						
1997	\$ 98.00					
1998	\$ 583.00					
1999	\$ 202.00					
2000	\$ 147.00					
2001	\$ 1,101.00					
2002	\$ 809.00					
2003	\$ 840.00					
2004	\$ 11,868.00					

Uncollected Taxes 06/30/03	Commit- ments	Abatements and Adjustments	Transfers to Tax Title	Collections	Net of Refunds	Uncollected Taxes 6/30/04
<b><u>Motor Vehicle &amp; Boat Excise</u></b>						
1990		1,712.00				1,712.00
1991		1,898.00				1,898.00
1992		1,568.00				1,568.00
1993		926.00				926.00
1994		1,182.00				1,182.00
1995		1,926.00				1,926.00
1996		2,485.00				2,485.00
1997		2,382.00				2,382.00
1998		3,080.00				2,689.00
1999		2,641.00	\$ -			391.00
2000		5,052.00				336.00
2001		5,178.00				438.00
2002		8,574.00	\$ 3,608.00	\$ 2,270.00		4,614.00
2003		44,424.00	\$ 110,873.00	\$ 7,750.00		3,898.00
2004			\$ 633,361.00	\$ 16,405.00		5,178.00
						10,017.00
						55,522.00

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector





## Index

Appointed Officials . . . . .	5
Council on Aging . . . . .	29
Assessors . . . . .	12
Bikeways Committee . . . . .	17
Building Department . . . . .	18
Cable T.V. . . . .	23
Cape Cod Commission . . . . .	20
Cape Cod Regional Technical High School . . . . .	25
Cape Cod Regional Transit Authority . . . . .	60
Cape Light Compact . . . . .	24
Cemetery Commissioners . . . . .	15
Chamber of Commerce . . . . .	27
Communications Department . . . . .	53
Conservation Commission . . . . .	28
Critical Planning Committee . . . . .	30
Cultural Council . . . . .	31
Elected Officials . . . . .	3
Elections	
Presidential Primary - March 2, 2004 . . . . .	66
Annual Town Election - May 18, 2004 . . . . .	128
State Primary - September 14, 2004 . . . . .	130
State Election - November 2, 2004 . . . . .	135
Finance Committee . . . . .	34
Fire Department . . . . .	35
Harbormaster . . . . .	38
Board of Health . . . . .	16
Highway Surveyors and Public Works . . . . .	39
Historical Commission . . . . .	41
Housing Authority . . . . .	42
Housing Task Force . . . . .	43
Human Services Advisory Committee . . . . .	44
Library . . . . .	45
Long Range Planning Advisory Board . . . . .	46
Natural Resources Department . . . . .	47
Nauset Regional School Committee . . . . .	48
Office Hours & Telephone Numbers . . . . .	Back Cover
Old Town Centre Historic District Commission . . . . .	49
Open Space Committee . . . . .	50
Planning Board . . . . .	51
Plumbing & Gas . . . . .	18
Police Department . . . . .	52
Procedure For All Town Meetings . . . . .	113
Public Access Committee . . . . .	56

Recreation Commission . . . . .	58
Recycling Advisory Committee . . . . .	59
Registrars . . . . .	61
Resignations . . . . .	63
Salaries & Wages . . . . .	188
Schools	
Eastham Elementary School . . . . .	33
Eastham School Committee . . . . .	32
Superintendent . . . . .	62
Selectmen . . . . .	11
1651 Arboretum Advisory Committee . . . . .	63
Tax Collector . . . . .	214
Tax Rate Recapitulation . . . . .	14
Town Accountant . . . . .	168
Town Clerk . . . . .	65
Annual Town Meeting Warrant - May 3, 2004 . . . . .	70
Annual Town Meeting Minutes - May 3, 2004 . . . . .	114
Special Town Meeting Warrant - December 13, 2004 . . . . .	143
Special Town Meeting Minutes - December 13, 2004 . . . . .	160
Treasurer . . . . .	213
Trust Funds . . . . .	213
Veterans Services . . . . .	163
Visitor Services Board . . . . .	164
Wastewater Management Planning Committee . . . . .	165
Water Resources Advisory Board . . . . .	166
Wiring . . . . .	19
Zoning Board of Appeals . . . . .	167



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## TELEPHONE LISTING & OFFICE HOURS

POLICE - EMERGENCY .....	911
Non Emergency .....	508-255-0551
Richard Hedlund, Chief	
FIRE - EMERGENCY .....	911
Non Emergency .....	508-255-2324
Glenn J. Olson, Chief	
TOWN HALL (for all departments) .....	508-240-5900
Administration .....	Sheila Vanderhoef, Town Administrator
Assessing .....	Gail Fitzback, Deputy Assessor
Accounting .....	Jane Wall, Town Accountant
Town Clerk/Registrar .....	Lillian Lamperti, Town Clerk
Treasurer/Collector .....	Joan Plante, Treasurer/Collector
Buildings & Maintenance .....	Robert Varley, Supervisor
Beach & Recreational Services .....	Mark Powers
<i>Most of the offices of the Town are open from 8:00 a.m. to 4:00 p.m. with exceptions as noted:</i>	
Building and Health Dept .....	Frank DeFelice, Inspector of Buildings
Monday through Friday 7:30 a.m. to 4:00 p.m	
Wiring Inspector .....	Wallace Adams
Available in Bldg. Dept. Monday, Wednesday and Friday 8:00 a.m. to 8:30 a.m.	
Plumbing Inspector .....	Scott Van Ryswood
Available in Bldg. Dept. Tuesday and Thursday from 7:30 a.m. to 8:30 a.m.	
Town Planner .....	TBA
Health Agent .....	Jane Crowley
Treasurer/Collector (Direct Line) .....	508-240-5919
Deputy Tax Collector (Hyannis) .....	508-790-3443
Animal Control Officer .....	508-255-0551
Conservation Commission	
at Nat. Resources/Town Garage Building on Old Orchard Road .....	508-240-5971
Council on Aging .....	Sandra Szedlak, Director
at 1405 Nauset Road .....	508-255-6164
Library (Samoset Road) Martha Magane, Library Director .....	508-240-5950
Natural Resources .....	Henry Lind, Natural Resources Officer
at Nat. Resources/Town Garage Building on Old Orchard Road .....	508-240-5972
Public Works Department .....	Steven Douglas, Superintendent
at Nat. Resources/Town Garage Building on Old Orchard Road .....	508-240-5973
Eastham Transfer Station .....	508-240-5970
Located on Old Orchard	
Hours of Operation are Saturday through Wednesday, 7:30 A.M. to 4:00 P.M.	
Closed Thursday and Friday	
Open Fridays, July and August	
Schools	
Eastham Elementary (Schoolhouse Road)	
Susan Helman, Principal .....	508-255-0808
Nauset Regional High (Cable Road, No. Eastham)	
Tom Conrad, Principal .....	508-255-1505
Superintendent of Schools (Eldredge Parkway, Orleans)	
Michael Gradone, Superintendent .....	508-255-8800
Veterans Services (Hyannis) .....	508-790-6363
VNA of Central Cape Cod & Outer Cape Cod .....	(800-696-0303)

**BOARD OF SELECTMEN** meets in Open Session in Eastham Town Hall Large Hearing Room regularly first and third Monday at 7:00 p.m., or as posted on the Town Hall entrance bulletin board.